



**Master Plan for Aging  
Equity Work Group Meeting #1  
February 13, 2020  
*Captioners Transcript***

**>> KIM MCCOY-WADE: SO WHAT ARE WE DOING TODAY? WE ARE GOING TO DO A LOT, SO THANK YOU FOR COMING AND BEING READY TO WORK. WE'RE GOING TO DISCUSS WHY AND THE PURPOSE OF THIS GROUP AND HAVE A GOOD CONVERSATION ABOUT THAT. THEN WE WANT TO GROUND PEOPLE IN THE MASTER PLAN FOR AGING. SOME OF YOU HAVE A LOT OF THAT IN THE SAC AND WE WANT TO MAKE SURE WE HAVE THAT IN THE MASTER PLAN FOR AGING. AND THEN WE'RE GOING TO HAND IT OVER TO THE FACILITATION TEAM, TWO MEMBERS FROM THE SAC WHO VOLUNTEERED TO BE COFACILITATORS. AND A NEW MEMBER HERE. THANK YOU. THEY ARE GOING TO LEAD US IN AN EQUITY GENERALLY, AND WHAT THAT WOULD MEAN TO APPLY AND DEVELOP AN EQUITY TOOL AND REVIEW THE MPA DELIVERABLES AND WE'RE GOING TO TRY TO PRACTICE WITH THE VERY FIRST MPA MASTER PLAN FOR AGING DELIVERABLE, WHICH IS A STAKEHOLDER REPORT LONG-TERM SERVICES AND SUPPORTS. WE'RE GOING TO PRACTICE THINGS TODAY. WE BELIEVE IN BREAKS. AND THEN HAVING DONE THAT, WE WANT TO COME BACK TOGETHER AND PLAN THE NEXT FEW MONTHS. NOW THAT WE HAVE A SENSE OF DELIVERABLES COME AND HOW THE PROCESS WORKS, HOW WE ADVISE THE STAKEHOLDER COMMITTEE. WHAT IS OUR -- ALL THOSE GOOD THINGS. WE ALWAYS HAVE PUBLIC COMMENTS AT THE MEETINGS AND TRY TO WRAP UP BOTH THE SUMMARY AND ACTION STEPS.**

**(AUDIO IS NOT CLEAR)**

**REALLY EXCITED TO SEE WHAT COMES AND HUMBLER ABOUT HOW MUCH WE WILL LEARN IN THE PROCESS. THANK YOU IN ADVANCE FOR CONTINUING TO HELP US IMPROVE AND GET IT RIGHT.**

**I WAS SURPRISED HOW MANY OF YOU HAVE AARP AFFILIATION IN THIS SESSION GIVEN ALL THE LEADERSHIP ON AGING. THESE ARE THE MEETING GUIDELINES. THIS IS DOWNTOWN SACRAMENTO IF YOU HAVE EVER BEEN TO THEIR BOARD ROOM. ONE PERSON AT A TIME**

**[READING]**

**>> I'M GOING TO GIVE A LITTLE BACKGROUND AND LET ME COLLEAGUE TALK US THROUGH. WE ARE HERE AT THE VERY BEGINNING BECAUSE OUR GOVERNOR HAS A VISION FOR CALIFORNIA FOR ALL AND IT IS EMBEDDED IN WHAT THE ADMINISTRATION IS ABOUT. CALIFORNIA FOR ALL IS THE BIG VISION. AND WHEN THE MASTER PLAN WAS ORDERED, IT WAS ORDERED THROUGH AN EXECUTIVE ORDER AND INTENDED TO BE A MASTER PLAN FOR ALL OF US, ALL FAMILIES AND COMMUNITY AND ALL PEOPLE. SO THE MASTER PLAN FOR AGING STAKEHOLDER ADVISORY GROUP, THE 34 NAMES BEGAN MEETING IN SEPTEMBER, IT WAS THE GROUP SAID WE NEED TO BE CLEAR ABOUT OUR VISION AND VALUES. WE HAVE EMERGING ORDERS AND I WILL TALK MORE ABOUT THAT. WHAT IS OUR VISION AND VALUES AND EQUITY WAS RIGHT AT THE TOP. WE SPENT A GOOD AMOUNT OF TIME DEFINING EQUITY FROM MANY DIFFERENT PERSPECTIVES, RACE, ETHNICITY, IMMIGRATION STATUS, LANGUAGE, GENDER, INCOME. LGBTQ, DISABILITY, ABILITY, RURAL, URBAN, MANY, MANY LESSON ON EQUITY. THAT GOT US GOING. AS WE STARTED TO GET INTO THE WORK MORE AND MORE, THERE WAS A PROPOSAL FROM THE SAC IN THE DECEMBER MEETING THAT WE NEEDED TO HAVE A STRUCTURE TO MAKE IT REAL. AND KEVIN, I WILL NOT TRY TO SPEAK FOR YOU, BUT YOU SAID EQUITY COMES AT THE VERY BEGINNING AND AT THE VERY END. HOW WE PUT EQUITY ALL THE WAY THROUGH. THIS WAS A GREAT IDEA TO HAVE AN EQUITY WORK GROUP. SO THE BOARD IN THE DECEMBER MEETING SAID IT IS A GREAT IDEA. SO THANK**

**YOU FOR THAT, BETSY. AND WE ARE OFTEN RUNNING IN JANUARY, ACCEPTING APPLICATIONS AND HERE WE ARE IN FEBRUARY FOR THE FIRST MEETING. THAT IS THE SORT HISTORY OF THE EQUITY WORK GROUP. AND RIGO AND KEVIN AND CARMELITA HAVE BEEN SPENDING TIME ON THE NEXT SLIDE. WHICH IS WHAT IS OUR PURPOSE.**

**>> THIS IS THE WHY THAT WE KNOW WHAT WE ARE ALL DOING IS EXTREMELY IMPORTANT HERE. THIS IS THE PURPOSE THAT WE HAVE DEVELOPED. THE PURPOSE OF THE EQUITY WORK GROUP IS TO DEFINE EQUITY LEAD TO**

**[READING]**

**[READING]**

**SO WE DEFINITELY WANTED TO MAKE SURE THAT WE WERE COMPREHENSIVE, THAT IS NOT GOING BE JUST A BEGINNING AND END. IT IS GOING TO BE INTERWOVEN. [INAUDIBLE]**

**YOU HAVE JUST GOING INTO AGING.**

**>> KIM MCCOY-WADE: THE LANGUAGE, GET WITH PEOPLE AND SEE IF YOU ALL WANT TO SAY MORE AT THIS POINT OR -- THIS IS THE PROBLEM WITH COFACILITATION. [LAUGHTER]**

**[INAUDIBLE]**

**TO REITERATE, EQUITY IS SOMETHING THAT TRANSCENDS EVERYTHING. AND AS STATED, IT IS OFTENTIMES -- GOES WITH THE PROCESSES THEY GO THROUGH THE PROCESS AND COME UP WITH THE END RESULT ON A PRODUCT. AND THAT IS ONLY AFTERWARDS THAT THEY THINK ABOUT COMMUNITIES**

**THAT ARE UNDER REPRESENTED OVER TIME. AND COMING TO THINK ABOUT WITHIN THE PRODUCT, HOW YOU ADD THAT INTO THAT EQUATION. AND IT IS SOMETHING THAT WE CERTAINLY TRY TO REFLECT FOR THIS PURPOSE IN OUR WORK. THIS IS SOMETHING THAT WE ARE GOING TO DO RIGHT FROM THE VERY BEGINNING. AND THE EQUITY IS GOING TO TRANSCEND EVERYTHING THAT WE DO.**

**THE EVALUATION AND THE STAGES OF THE MASTER PLAN. SO IT IS A BEGINNING, MIDDLE AND END. EVENTUALLY WE'RE GOING TO GO THROUGH SOME EXERCISE THAT HELP US GET ON THAT SAME PAGE SO THAT TOGETHER, WE CAN ACHIEVE THAT.**

**>> AT THE START, THERE IS A TREMENDOUS AMOUNT OF WORK BEING DONE ON THE MASTER PLAN IN A SHORT PERIOD OF TIME. WHEN WE CONCEPTUALIZED THIS WORK GROUP, THERE WAS ATTENTION WANTING TO GET THIS RIGHT AND MAKE SURE THAT WE WERE GETTING THE PURPOSE AND THE GROUP JUST RIGHT. SO AS WELL AS NEEDING TO DO THIS QUICKLY. SO WE MAY NOT HAVE EVERYTHING -- WE DON'T HAVE EVERYTHING PLANNED OUT PERFECTLY. BUT WE'RE LUCKY TO HAVE YOU HERE TO COLLABORATE WITH US. WHEN WE PUT UP THE SLIDE, WE DID WANT YOU TO HELP US MAKE IT BETTER. BUT REALLY THERE IS WORK FOR US TO DO TO EVEN BE READY TO DO THE WORK. WE APPRECIATE YOUR SPIRIT COMING HERE TO THIS TABLE TO HELP US BUILD IT. WE WANT YOU HERE BECAUSE YOU ARE EXPERTS AND HAVE UNIQUE PERSPECTIVES. RIGHT FROM THE GET-GO, WE WANT YOU TO BRING THAT AS YOU LOOK AT EVERYTHING WE WORK ON TOGETHER TODAY.**

**>> I JUST WANT TO OUTLINE, THIS IS JUST THE FOUNDATION TO REITERATE. AND IT WAS A GROUP THAT WAS BROUGHT TOGETHER TO BUILD ON WHAT KIM AND HER TEAM ARE DOING. AND WE [INAUDIBLE] JUST PUT TOGETHER A FOUNDATION SO THAT WE ALL CAN WORK AND ACTUALLY ACHIEVE SOMETHING AND WORK THROUGH A PROCESS THAT COMPLETES THE WORK. JUST TO REITERATE, NOTHING IS SET IN STONE HERE. IT IS REALLY ABOUT ALL OF US WORKING TOGETHER.**

**>> AS ONE OF THE NEWEST MEMBERS OF THE TEAM HERE, WE LAID THE FOUNDATION AND IT IS IMPORTANT THAT FROM THE BEGINNING, AS THEY BOTH SAID, EQUITY AND INCLUSION AND DIVERSITY IS PART. CULTURAL COMPETENCE IS A PART. WHILE WE'RE LAYING THE FOUNDATION, WE ALSO NEED YOUR EXPERTISE AND EXPERIENCE TO BRING TO GROUND EVERYTHING THAT WE'RE DOING.**

**>> I'M GOING ASK A CLARIFYING QUESTION. WHEN WE ASK FOR APPLICATIONS FOR FOLKS, WE SAID WE WANT YOUR SERVICE FOR THE NEXT SIX MONTHS TO HIT THE DEADLINES FOR THE MASTER PLAN. THAT IS ALL WE COMMITTED TO. I WANT TO CLARIFY HERE, THE PEOPLE SITTING HERE [INAUDIBLE]**

**>> HOPEFULLY IN THIS PROCESS, WE WILL DEVELOP SYSTEMS TO WHERE IT IS GOING BE AN ONGOING PROCESS AND WE WILL DEVELOP THOSE PROCESSES AND STICK UP ON IT. AND BE ABLE TO ASK THOSE IMPORTANT QUESTIONS ABOUT EQUITY. AND WE CAN CONTINUE THIS PROCESS.**

**SO THIS IS THE RECREATIONAL PART AS WELL AS FACILITATION. ASKING FOR A COMMITMENT.**

**>> YOU PROBABLY WANT TO CLARIFY THAT**

**>> IN THE SIX MONTHS THAT YOU COMMITTED TO, WE WANT TO MAKE SURE YOU ARE SET UP. WE AT CDA WITH THE HELP OF THE STAKEHOLDERS, WANT TO PAUSE AND SEE WHERE WE ARE. ONE OPTION IS THIS GROUP CONTINUES OR ONE OPTION COULD BE MANY OTHER THINGS THAT YOU CAN BRAINSTORM. WE AT CDA, WE DO NOT YET HAVE EQUITY STAFF OR OFFICE AT SOME OF THE OTHER DEPARTMENTS. WE HAVE NOT YET BEEN THROUGH THE GOVERNMENT YEAR LONG TRAINING PROGRAM. ABOUT TWO YEARS AGO, THE**

**DEPARTMENT STARTED GOING THROUGH AND WE ARE NEXT AND EXCITED TO BE STARTING. IN THE NEXT SIX MONTHS, WE WILL HAVE THIS**

**(LS)**

**>> I WANT TO MARK THE POINT IN THE ROAD THAT SAYS, WE SHOULD DO THE WORK AND WHERE WE ARE. EVERYTHING WE DO NOW FOR THE TEN YEAR LENS, YOU HAVE NOT SIGNED UP FOR TEN YEARS. WE HAVE NOT DECIDED THAT.**

**>> HI, I HAD A QUESTION. FIRST OF ALL, THANK YOU TO**

**KEVIN AND RICO FOR BRINGING THIS TO FRUITION. BEING ON THE SUBCOMMITTEE, I HAD QUESTIONS ABOUT THE DISCUSSION OR LACK OF ABOUT EQUITY. MY QUESTION IS, HOW WILL THE DISCUSSIONS AND FINDINGS FROM THIS GROUP BE INTEGRATED INTO THE GROUP?**

**>> THAT'S A TERRIFIC QUESTION. THERE ARE A COUPLE OF WAYS TO ANSWER IT. ONE OF THE ANSWERS IS PEOPLE LIKE YOU IN THE PLACES. WE WERE INTENTIONAL IN THAT THERE ARE RESEARCH COMMITTEE MEMBERS AND LTSS COMMITTEE MEMBERS AND EVERY WORK GROUP. THAT WILL MAKE SENSE IN A MINUTE, TO HAVE SOMEBODY HERE. THERE IS A BUILT IN MEMBERSHIP OVERLAP. THE OTHER PIECE IS THE REVIEW CYCLE. HOW DOES THIS EQUITY FEEDBACK THAT WE'LL TALK ABOUT TODAY, WE'LL PRACTICE ON LONG-TERM SERVICES SUPPORT, GET SHARED WITH THE SERVICES COMMITTEE AT THEIR NEXT MEETING AND EVERY TWO MONTHS, WE WOULD LIKE AN EQUITY REPORT TO COME. WE'LL TALK ABOUT THAT.**

**HOW DO YOU SHARE IT TO THE SUBCOMMITTEE AND THE FULL GROUP AS WELL. THAT WILL ASK PEOPLE AS THEY ARE ABLE TO SHARE THE PERSPECTIVE AND REMOTE. WE'LL COCREATE THAT PROCESS.**

**>> THANK YOU. SHOULD WE PIVOT THAT TO LAYER ON? OKAY. YES, MARCY. I HAVE ONE QUESTION ABOUT THE PURPOSE STATEMENT. SOMEDAY WE'LL**

**HAVE ONE IN THE SKY, TOO. NOT YET. MAYBE DRONES? ONE QUESTION ON THE PURPOSE STATEMENT, I WAS WONDERING WHY IT SAYS, "ADDRESS RESULTING AUTHORITIES" RATHER THAN REDUCE SOCIAL AND HEALTH.**

**>> THAT'S A GREAT POINT. WE ACTUALLY -- IT'S NOT THE TROUBLE WE DEBATED ABOUT. WE CAN'T DO THAT, AT THE LEAST WE WANT SOMETHING ATTAINABLE SO THERE ARE THINGS LIKE -- YOU CAN'T ASSURE THAT OR ENSURE THAT. YOU CAN MAKE SURE YOU CAN AT LEAST ACKNOWLEDGE THAT THIS IS HERE. I THINK YOU ARE RIGHT THAT REDUCED, THAT ABSOLUTELY -- THAT'S DEFINITELY SOMETHING WE CAN THINK ABOUT. WE CAN DO THAT. WE ARE TRYING TO REDUCE POTENTIAL OF DISPARITIES. I CAN ACTIVELY ADDRESS DISPARITIES. RESULTING DISPARITIES, HOPEFULLY WE DON'T HAVE THE USE FROM OUR WORK ANYMORE. I THINK THAT'S A GOOD POINT, A GOOD COMMENT.**

**>> CAN I MAKE A QUICK COMMENT? THIS IS KAREN LINCOLN. I DON'T KNOW IF THE PURPOSE OF THE WORK GROUP WOULD BE RECOMMENDING STRATEGIES FOR REDUCING. I DON'T KNOW IF THAT'S THE GOAL BUT AT SOME POINT, WE'LL MAKE SOME TYPE OF RECOMMENDATIONS THAT HELP TO REDUCE DISPARITIES. PERHAPS WE CAN USE THAT LANGUAGE?**

**>> THAT'S A GOOD POINT. WE -- AT SOME POINT HAD RECOMMENDATIONS IN HERE. WE CAN DEFINITELY ENACT IT.**

**>> GREAT. I THINK WE'LL TAKE THOSE EDITS. I'LL SAY YOU CAN CONTINUE TO SEND E-MAIL OR HAVE A CHAT WITH CARMEN. IT'S A LIVING DOCUMENT. WE TEND NOT TO EVER FINALIZE THE LANGUAGE AND VOTE ON IT AND SAY IT'S GOING INTO CODE. THIS WILL REVISE IT, AND I'LL BRING IT BACK TO YOU AGAIN THIS TIME. IT LOOKS LIKE THIS CONVERSATION AND THIS DISCUSSION. LET ME DO SOME MASTER PLAN 101 FOR FOLKS. THOSE OF YOU WHO KNOW THE 201 LEVEL WILL SAY, WHAT DID I MISS? WHAT DID I GET WRONG? THIS STARTS WITH WHAT AGING EXPERTS KNOW, CALIFORNIA IS AGING. THE CALIFORNIA BOARD -- HAD A CONVERSATION ABOUT HOW THEY**

**KNOW IT. THEY ARE SEEING IT. THEY ARE READY, NOT READY, PERSONALLY INVESTED. THIS IS THE STORY ACROSS CALIFORNIA NOW AND INTO THE FUTURE. WE WANT TO MAKE SURE THAT WE REALLY FOCUS ON THE FACT THAT THERE IS COLOR OF ALL GROUPS.**

**THIS IS DR. STEVEN WALLACE. I GOT TO KNOW HIM AT THE COMMISSION ON AGING FORUM IN APRIL. WE HAVE BEEN PARTNERING WITH HIM EVER SINCE. THE GROWTH HAS TRIPLED. YOU CAN SEE THE BOTTOM OF THE WHITE ELDERS DOESN'T EVEN DOUBLE, WHILE THE TOP LATINO DROPPED BY A FACTOR OF EIGHT. THERE IS A HUGE CHANGING, SO MUCH SO THAT THE ELDERS ARE MAJORITY WHITE, PEOPLE OF COLOR WILL BE MAJORITY OF ELDERS IN THE COMING YEARS AS THEY ARE IN THE GENERAL POPULATION. THAT'S THE NUMBER. IT GETS INTERESTING, AND I WANT TO OWN THIS, CONVERSATIONS SO FAR HAVE GONE FROM DIVERSITY TO DISPARITY, NOT TALKING ABOUT RESOURCES. WE WANTED TO PAUSE AND REALLY REMEMBER THAT AGING IS BOTH AN OPPORTUNITY AND CHALLENGE AND THAT'S TRUE WITH DIVERSIFYING OF AGING.**

**THE CULTURAL RESOURCES, INCLUSION OF ELDERS IS SOMETHING ALL OF CALIFORNIA CAN LEARN FROM. THERE IS SO MUCH CROSS CULTURAL COMPETENCY THAT EXISTS. LANGUAGE ACCESS IS AN ISSUE IN ALL OF OUR SERVICES. WE HAVE TAKEN BABY STEPS BEING ENGAGED TRADITIONAL CHINESE. THERE IS ALWAYS MORE TO DO. THERE ARE COMPOUNDING AND DIFFERENT AGING EXPERIENCES. IN CALIFORNIA, WE LIKE TO THINK WE ARE THE LEADER AND THE BEST -- AND WE ARE. THERE ARE OTHERS IN THE FIELD, AND WE ARE GLAD YOU ARE HERE TO SHOW US. OUR FEDERAL PARTNERS HAVE HAD A TOOL KIT ON THIS MANY YEARS. THERE IS WORK TO LEARN AND ADAPT AND APPLY TO CALIFORNIA. AGAIN, I WANT TO SPEND TIME ON THE DIFFERENCE -- TWO DISPARITY SLIDES, ONE DR. WALLACE ON DISABILITY AND ONE ON RATES ALMOST DOUBLE LATINO FROM WHITE AND AFRICAN-AMERICAN BEHIND LATINO.**

**HUNGER IS RISING. DISPARITIES, AGAIN AND IN CALIFORNIA, AGAIN, DR. WALLACE IS NOT SHOWING US THAT IT'S NOT JUST THE CITIES BUT HEALTHCARE. YOU SEE NEARLY 40% OF THE LATINOS REPORT NATIVE AMERICAN WITH SLIGHT RATES FOR ASIAN AND WHITE. DISPARITIES ARE REAL. THERE IS SO MUCH MORE DATA IN HERE IN THE COMMITTEE WE CAN TALK ABOUT GENDER OVER 80. WE CAN DO A LOT ON THAT. WE DIDN'T DO MUCH HERE BECAUSE WE KNOW THAT'S WHAT YOU BRING, THE EXPERTISE. WE WANT TO CONTINUE TO GET BETTER AT THAT. THE MASTER PLAN WITH THAT FRAMEWORK, I'LL BE QUICK. THIS IS THE EXECUTIVE ORDER WE HAVE IN JUNE. IT CALLS FOR MY BOSS, HEALTH AND HUMAN SERVICES, TWO GROUPS, 10/12 HERE AND THE CABINET GROUP TO GIVE US A DEADLINE OF OCTOBER 1ST.**

**AS I MENTIONED EARLIER, WE LAID OUT A VISION FOR CALIFORNIA FOR ALL FROM THE BEGINNING, MAKING SURE IT'S ACROSS THE LIFE SPAN NOT JUST PEOPLE OVER A CERTAIN AGE. IT'S ALL OF US. RESPECTING VALUE, AGE BIAS, DISCRIMINATION, INCLUDED IN ACCEPTABILITY AND PARTNERSHIP. IN ORDER TO GET OUR ARMS AROUND THIS WORK, WE HAVE PUT IT INTO FOUR GOALS. GOAL ONE IS SERVICES AND SUPPORTS. YOU WILL LIVE WHERE WE CHOOSE AND HAVE HELP TO DO SO. THAT WORK IS BEING DONE BY THE L TSS SUBCOMMITTEE. LONG TERM SERVICES SUPPORT SUBCOMMITTEE. WE HEAR ABOUT THEIR WORK TODAY BECAUSE THEY WERE TOLD IN THE SAME EXECUTIVE ORDER TO ISSUE A REPORT BY MARCH. THEY HAVE BEEN RUNNING.**

**I SEE ONE OF THEM HERE. THANK YOU FOR LEAVING THE COMPUTER FOR A MINUTE TO COME BE WITH US. THE OTHER THREE GOALS HAVE BEGUN THIS YEAR, LIVABLE COMMUNITIES OF PURPOSE, LIVING AND ENGAGING IN AREAS THAT ARE GOAL FRIENDLY. WE HAVE ACCESS TO COMMUNITY AND CARE FOR HEALTH AND QUALITY OF LIFE AND GOAL FOUR, ECONOMIC SECURITY, AND BE SAFE FROM ABUSE, NEGLECT AND NATIONAL DISASTERS THROUGHOUT OUR LIVES. GOAL TWO, THREE AND FOUR, WE DID AN EXPERIMENT AND DECIDED NOT TO CREATE SUBCOMMITTEES IN SACRAMENTO. WE HAVE A LOCAL LEADER**

**AND STATE GOVERNOR PARTNER AND LOTS OF ZOOMING TO GET MORE RECOMMENDATIONS AND IDEAS FROM PEOPLE. WE ARE ABOUT SIX WEEKS INTO THEM. THEY HAVE BEEN GREAT. WE ARE FEATURING SO MANY WONDERFUL LEADERS, AND HEARING SO MANY PEOPLE. KEVIN DID POVERTY AND HUNGER -- WAS THAT YESTERDAY? IT WAS YESTERDAY. THE FACT IS JUST NOW CONVENING WORK GROUPS FOR R RECOMMENDATIONS.**

**>> I'M JUST GIVING YOU A PREVIEW. THAT'S COMING. LIVEABLE COMMUNITIES AND PURPOSE IS BEING LED BY NINA OF AARP AND JENNY HANSON. DID SHE SAY SHE'S RETIRED? HEALTH AND WELL BEING IS LED BY MARTY LYNCH IN THE ROOM HERE. AND DR. FERNANDO TORRES: I ALMOST SAID UCLA. THAT WOULD HAVE BEEN TERRIBLE.**

**>> ONCE A UPON A TIME AT USLC.**

**>> AND CURRENTLY HELD BY KEVIN. HE'S RECRUITING. WE ARE LOOKING FOR OTHER STAFF MEMBERS ON ADULT CONNECTIONS AND DISASTER. HE WILL HAVE COMPANY SOON. THEY ARE GETTING TO WORK TO BRING RECOMMENDATIONS TO YOU AT A COMING MEETING. I GAVE YOU THIS SNEAK PREVIEW. THE RECOMMENDATIONS ARE COMING TOGETHER IN OCTOBER. THEY'LL COME IN, AND THE ADMINISTRATION WILL COME IN, IN AUGUST. THAT WILL BE DONE IN AUGUST WITH ALL OF THEIR WISDOM. THE ADMINISTRATION IN OCTOBER 1ST, RELEASE A STATE PLAN, ALSO A LOCAL BLUEPRINT. THAT'S HELPFUL TO LOCALS IN THINKING ABOUT HOW IS OUR HOUSING? HOW IS AGING? HOW IS OUR HEALTHCARE? ARE WE READY?**

**>> FIRST WAS THE CALIFORNIA DEPARTMENT OF PUBLIC HEALTH WITH THE ADVICE OF THE RESEARCH COMMITTEE. BEST PRACTICE BLUEPRINT. AS YOU WANT TO MAKE CHANGES, LOOK AT PEER COMMITTEES AROUND THE STATE OR COUNTRY OR WORLD, AND MOVE FORWARD. YOU WANT TO BRING THE DASHBOARD TO YOU ALL. AS SOURCES GET POPULATED, THAT WILL BE SOMETHING ELSE TO LOOK AT. ALL OF THE THINGS ARE IN PLACE. LOOK AT THE NEXT SLIDE. IN JUNE WE STARTED. WE ARE IN THE END OF THE ORANGE**

**MASTER PLAN FRAMEWORK GETTING ALL OF THE INFORMATION AND INPUT FROM COMMUNITY ROUND TABLES, RECOMMENDATION FORMS, LOTS OF SPREADSHEETS, FOLDERS, HAPPENING. THE FIRST PRODUCT FOR SUBCOMMITTEE, YOU HEAR ABOUT IT TODAY. YOU WILL HEAR ABOUT IT TODAY IN FACT. IN**

**MAY, WE HEAR ABOUT GOAL TWO, THREE AND FOUR AND IN AUGUST, WE PULL IT ALL TOGETHER.**

**YOU ARE HERE TODAY. WE WANT TO HEAR FROM YOU AGAIN ON GOAL TWO, THREE, FOUR AND HEAR FROM YOU AGAIN IF IT ALL COMES TOGETHER. DID THAT MAKE SENSE TO EVERYONE? IS THAT TRACKING? GREAT. THERE'S ONE OTHER THING. WHILE WE ARE DOING ALL OF THE DELIVERABLES, WE ARE TRYING TO ENGAGE THE PUBLIC IN A WAY WE NEVER HAVE BEFORE. THIS IS NOT SO MUCH DELIVERABLES AS AN ACTIVITY. THERE ARE THINGS UNDER WAY, LIKE THE ENGAGED WEBSITE, WE LOVE OUR AGENCY WEBSITE. IT'S USEFUL, BUT NOT PARTICULARLY FRIENDLY. WE ARE HAPPY WITH THE FOUNDATION SUPPORT LAUNCHING IN JANUARY, WITH A CHINESE TEXT NEW FOR US. WE'LL GO BACK ONE SLIDE AND SEE. AS I MENTIONED, WE ARE TRYING -- WE ARE ALSO TRYING THE WEBINAR WEDNESDAY APPROACH INSTEAD OF COMMITTEES. YOU DON'T HAVE A HALF DAY. YOU CAN TRY TO MAKE IT MORE ACCEPTABLE.**

**WE'LL SEE EXPERIMENTS IN PUBLIC PERMISSION A DIFFERENT WAY. NEXT THING, THIS IS THE GROUND UP WHICH IS, AFTER ALL OF THE WEBINAR WEDNESDAYS, WE'LL BE HEARD ON 15 TOPICS.**

**WE THINK IT WILL BE GREAT, BUT THERE WILL HAVE BEEN A DOZEN LPS MEETINGS. WE WOULD LIKE TO GET THE PUBLIC ONE MORE CAPSTONE CHANCE TO HEAR THE WHOLE THING. SO, WE HAVE THE IDEA OF JUNE 17TH AS A DAY FOR SOME KIND OF VIRTUAL AND REAL STATE-WIDE TOWN HALL. THERE ARE PLACES PEOPLE MEET TO SEE A BROADCAST AND PARTICIPATE AND SEE THE WHOLE THING AND VOTE AND PARTICIPATE. WE DON'T KNOW**

**WHAT THAT LOOKS LIKE. WE DON'T KNOW HOW TO MAKE IT MEANINGFUL AND ENGAGING TO DIVERSE CALIFORNIANS. WE ARE THINKING ABOUT THAT.**

**WE HAVE NOT RECEIVED THE DATA, BUT IT'S SOMETHING WE ARE THINKING ABOUT FOR THE NEXT MEETING TO GET PROCREATION AROUND EVEN WHAT TO CALL THAT THING. WHAT IS THAT? THOSE -- THAT'S EVERYTHING I KNOW ABOUT THE MASTER PLAN.**

**[LAUGHTER ]**

**>> ANY QUESTIONS OR COMMENTS BEFORE WE SWITCH? YES?**

**>> THANKS FOR THE OVERVIEW. DO YOU HAVE A SENSE OF HOW MANY COMMENTS HAVE BEEN RECEIVED THROUGH THE ENGAGE WEBSITE AND HOW IT CUTS DOWN WITH THE SPANISH AND THE CHINESE TRANSLATION?**

**>> I THINK CARRIE AND JEN CAN TELL YOU HOW MANY COMMENTS HAVE COME IN?**

**>> RIGHT NOW, THERE ARE 700 PUBLIC COMMENTS THAT CAME IN SINCE JANUARY. IN TERMS OF RECOMMENDATION, LET'S SAY WE ARE AT THE 200 MARK, THE DIFFERENCE IN COMMENTS AND RECOMMENDATIONS, USUALLY LONGER.**

**>> THEY ALL COME IN, IN ENGLISH. WE SENT OUR FIRST CHAT IN SPANISH. IT'S BABY STEPS.**

**>> THAT'S WHY YOU PARTNER WITH US.**

**>> YOU SEE THE POSSIBILITIES.**

**>> THE DEPARTMENT OF AGING TRANSLATING SPANISH AND CHINESE. IF WE HAVE SUGGESTIONS FOR IMPROVEMENT, WE HAVE TIME TO DO IT SO THE**

**TRANSLATION IS MORE ACCURATE. ACC IS GOING TO HOST A MASTER PLAN FOR AGING TOUR NEXT WEDNESDAY AT THE SITE, CANTONESE ONLY, SO WE'LL PROVIDE YOU WITH RECOMMENDATIONS. WE HAD HOSTED THREE DIFFERENT FORUMS IN THE LAST THREE WEEKS.**

**>> THANK YOU.**

**>> THE NEXT ONE IS WEDNESDAY, THE 19TH BETWEEN 2:00 P.M. TO 3:30 AT ACC SERVICES. IT'S A PUBLIC MEETING. WE PREVIOUSLY HAVE AN ENGLISH SPEAKING FORUM. WE HAVE USEFUL RECOMMENDATIONS TO SHARE WITH YOU.**

**>> A GENERAL QUESTION, HOW DO I FILE ON TWITTER?**

**>> GREAT QUESTION. THE BEST TWITTER IS THE DEPARTMENT OF AGING HANDLE. CAL AGING. WE HAVE BEEN USING HASH TAG MASTER PLAN FOR AGING, BUT CAL AGING IS MEETING, CONTENT WEBINAR IN ENGLISH, RIGHT NOW.**

**>> I WAS GOING TO MAKE A COMMENT ABOUT THE EFFICACY OF HOLDING FORUMS FOR THE COMMUNITY. IN TERMS OF THE VIRTUAL TOWN HALL, I THINK IN TERMS OF -- WE WOULD BE REMISS NOT TO KNOWLEDGE THE PUBLIC EFFECT OF KNOWLEDGE. IT'S SERIOUS FOR IMMIGRANT COMMUNITIES TO INTEGRATE IN A STUDY LIKE THAT. I ASK YOU TO BE MINDFUL ABOUT THE TYPES OF POLITICAL ATTACKS COMING DOWN, HINDERING PEOPLE'S ABILITY TO ENGAGE LIKE THAT, DOING THING IN THE COMMUNITY, LANGUAGE, PARTNERS ARE THE BEST WAY TO GET AUTHENTIC DATA AND TRUSTED FEEDBACK. JUST USING COMMUNITY TO FIND APPROACHES. I TOTALLY UNDERSTAND WANTING TO DO SOMETHING BIG AND GLOBAL, INVITING EVERYONE IN, BUT I THINK LOCALIZING IT MIGHT BE THE WAY.**

**>> I HAVE A THEME AROUND PUBLIC EDUCATION COMMUNITY LEVEL. PARTICULARLY THOSE THAT ARE PART OF THE COMMUNITY BASED ORGANIZATION, IT TAKES QUITE A LOT OF RESOURCES AND TIME TO PULL THAT OUT. AS MUCH AS WE WOULD LIKE TO CARRY THAT OUT, PARTICULARLY THOSE THAT SERVE THE UNDERLYING COMMUNITIES, WE NEED RESOURCES TO MAKE THAT HAPPEN. PERHAPS A RECOMMENDATION TO FOUNDATION AND OTHERS WHO SUPPORT THIS KIND OF WORKAROUND THE MASTER PLAN, I KNOW THAT A NUMBER OF THE FOUNDATIONS HAVE BEEN DOING INCREDIBLE WORK AND WORKING WITH ORGANIZATIONS LIKE MINE IN BRINGING PEOPLE TOGETHER, BUT NOT WITH THE SPECIFIC WHEN TO DIVERSE COMMUNITY PER SE. MAYBE WE ADD THAT TO INTENTIONAL THAT WE IDENTIFY RESOURCES TO WORK WITH COMMUNITY BASED ORGANIZATIONS TO BE ABLE TO ENABLE US TO ACHIEVE THIS GOAL.**

**>> THANK YOU SO MUCH FOR ALL OF THESE COMMENTS.**

**[PLEASE SPEAK INTO THE MICROPHONE ]**

**>> IT'S WONDERFUL TO HAVE THE GROUP TOGETHER. HOW DO WE REACH OUT TO THE POPULATIONS UNDER REPRESENTED? HOW DO WE GET THEM TO REPRESENT THE PLANS? NOW WE ARE TALKING ABOUT RESOURCES TO DO IT. WE HAVE MADE GREAT STRIDES IN THAT.**

**>> IT KEYS UP THE ENGAGEMENT ISSUE AROUND THE JUNE EVENT. FURTHER, MANY OF YOU MAY KNOW THE SCAN FOUNDATION HAS AN AGING EVENT. I THINK THEY ARE BEGINNING TO THINK ABOUT, WHAT DOES IT LOOK LIKE TO MAKE THAT MORE OF AN INCLUSIVE MULTI-COMMUNITY KICKOFF OF IMPLEMENTATION. IS THERE A WAY IN WHICH THE ONLINE WORK LEADS TO THE JUNE, LEADS TO OCTOBER. LET'S TEE UP A WAY TO HAVE A GOOD CONVERSATION ABOUT THAT SOON. ALL OF A SUDDEN, IT'S FEBRUARY.**

**SHOULD WE MOVE TO --**

**>> OTHER REACTIONS AND COMMENTS, IS WHAT WE'LL DO.**

**>> I WANT TO COVER WHAT YOU SAID. IT'S GOOD NOT TO WAIT TOO LATE.**

**>> IT'S USEFUL NOT TO WAIT TOO LATE IF SOMETHING LIKE THAT HAPPENS. IT WILL BE EASY, SEEMS TO ME, TO LOOK FORWARD TO GETTING FUNDING, BUT NOT DOING IT SOON ENOUGH. I WANT TO JUMP ON THE BANDWAGON AND SAY DOING IT LOCALIZED AND IN A LANGUAGE IN A CULTURAL SETTING THAT PEOPLE ARE FAMILIAR WITH IS GOING TO PAY OFF BETTER THAN A VERY LARGE -- VERY LARGELY SHOULD BE DONE, BUT IF WE ARE EXPECTING PEOPLE OF COLOR AND DIFFERENT LANGUAGE TO PARTICIPATE INTENTIONALLY LIKE WE WOULD LIKE THEM TO, SPECIAL ACCOMMODATIONS ARE NECESSARY.**

**WHEN YOU SPOKE, LINDA, MY IMMEDIATE THOUGHT IS TO LEVERAGE FIFA TO DO SOMETHING. WE ARE STRATEGIC IN THE CONVERSATION IN CHOOSING YOU ALL TO BE AROUND THE TABLE. I WANT TO CHALLENGE THE GROUP TO SAY, AARP, CAN THEY CONVENE A GROUP? CAN C PEN DO SOMETHING? THINK ABOUT IT IN THAT WAY. WHAT CAN YOU OFFER TO HELP US DO THE ACTUAL WORK? I THINK THAT'S WHAT WE ALL WANT TO DO, NOT JUST THEORETICALLY THINK ABOUT REACHING THEM. THE AARP, COALITION, ETC.**

**>> I HAVE A COMMENT. IT'S TOUGH TO SHARE AN EXPERIENCE. I'M ON THE COMMUNITY ACTION BOARD WITH GROUP POLICY, THE COMMUNITY ACTION AGENCY. EVERY TWO YEARS, COMMUNITY ACTION BOARD HAS A COMMUNITY ENGAGEMENT TO TALK ABOUT POVERTY AND HOW IT LEADS TO COMMUNITY. I BECAME A BOARD MEMBER. THERE WAS DISCOMFORT ABOUT CALLING THE LOW INCOME COMMUNITY AND WHAT'S WRONG WITH YOUR LIFE. WE CAME OUT WITH A WHOLE STRATEGY OF COMMUNITY ENGAGEMENT. OUT OF THAT, YOU KNOW, PARTS OF CHANGING THE CONVERSATION ARE WORTH ASKING NOT ONLY ABOUT ME, BUT ABOUT ANSWERS. OUT OF THAT, THAT'S WHAT THEY REPORTED, NOT ONLY ON THIS BUT ASSETS, AND LANGUAGE AROUND THE FLOWER, AND THEN THEY CAME UP WITH A REPORT. I THINK THAT THAT**

**LEAVES THE AGENCY BASED APPROACH. THE WAY THEY DEFINE IT THEN IS AROUND CULTURAL, POLITICAL COURAGE AND ACTION.**

**FOR ME, I RECOMMEND A LOT OF WHAT YOU ARE SAYING AND HOW TO ENGAGE AT THAT LEVEL WITH EDUCATION OR THOSE METHODS (DH)**

**>> IT COULD BE THERE IS -- THERE IS A CENTRAL VIDEO OR TOOLKIT. REALLY IT IS FOR THIS GROUP AND OTHER TABLES TO THINK ABOUT WHAT IS THE MOST VALUABLE AND DOABLE. WE ARE IN REGULAR CONTACT WITH THE FOUNDATIONS WHO ARE FUNDING OUR RESEARCHERS AND SNACKS AND OUR WEBSITE. SO HEARING THE NEEDS, IT IS HELPFUL AND WE CAN TAKE THAT BACK.**

**I THINK IT IS TIME FOR MY COFACILITATORS. LET'S GO RIGHT TO REVIEWING TERMS AND DEVELOPING.**

**>> THANK YOU. THE THREE OF US HAVE BEEN WORKING TO REALLY THINK ABOUT WHAT IS IT THAT WE ALL NEED AS OUR OWN TOOLS TO DO OUR WORK? AND I THINK THERE IS -- WE IDENTIFIED THAT WE SHOULD START WITH TOGETHER, DEFINING THE DIFFERENCE BETWEEN EQUALITY AND EQUITY. THOSE SOMETIMES ARE CONFUSED. WE'RE NOT MAKING ANY ASSUMPTIONS ABOUT US AROUND THE TABLE BECAUSE I THINK WE'RE PRETTY STRONG, BUT WE ALSO AS INDIVIDUALS MAY THINK OF IT SLIGHTLY DIFFERENT FROM ONE PERSON TO THE NEXT. AS WE EMBARK ON OUR WORK TOGETHER IN THE PROCESS OF REVIEWING THE LONG-TERM SOURCES IN THE REPORT AND OTHER WORK THAT WE'RE GOING TO HAVE THE CHARGE TO HELP MAKE THE RECOMMENDATIONS THROUGH AN EQUITY LENS. IT IS IMPORTANT TO LOOK AT EQUALITY, WHAT IS EQUAL VERSUS EQUITY. SO WE ARE CLEAR IN TERMS OF OUR MANDATE MOVING FORWARD A CLEAR DEFINITION.**

**AT THE SAME TIME, I THINK WE ALL AS GROUPS AND INDIVIDUALS BRING OUR INCLUSIVE BIASES. AS WE ARE DOING OUR WORK, I THINK IT IS GOING TO BE IMPORTANT TO BE AWARE OF THAT. SO WE WANT TO TAKE A MOMENT**

**TODAY TO HAVE THAT CONVERSATION ABOUT WHAT IT IS, AND HOW DOES IT SHOW UP? AND PERHAPS WE MIGHT BE THINKING ABOUT EVEN TO THE POINT OF WHAT ARE SOME THINGS WE CAN DO TO HELP OURSELVES BE AWARE. WHEN WE WORK THROUGH THIS PROCESS, WE WANT TO BE CHECKING OURSELVES. AND I THINK WE'RE GOING TO GO ALSO INTO THE PROCESS OF IDENTIFYING A TOOLKIT, IF YOU WILL, TO ACHIEVE OUR WORK. WE HAVE DONE SOME WORK BEHIND THE SCENES AND LOOKED IN OTHER AREAS OF WHAT OTHER ORGANIZATIONS AND GROUPS HAVE DONE IN THIS AREA SO WE'RE NOT STARTING FROM SCRATCH. THERE ARE IDEAS THAT WE HAVE COLLECTIVELY BROUGHT TOGETHER AND WE'RE GOING TO SHARE THOSE WITH YOU. I SHOULD NOT SAY IT IS SIMPLE, BUT SIMPLIFYING TO GET TO THE WORK. I'M GOING TO PASS IT OVER TO CARMELITA TO KICK OFF THIS EXERCISE.**

**>> CARMELITA TURSI: I AM SHOWING THIS THROUGH THE EQUITY LENS. WHAT DO WE MEAN BY EQUITY? HOW DO WE KNOW WHEN WE SEE IT? WILL WE RECOGNIZE IT? WHAT DOES IT FEEL LIKE, EQUITY?**

**SO, THE GRAPHIC THAT WE CAME UP WITH IS SOMETHING I THINK HAS BEEN SHOWN IN SEVERAL WORKSHOPS IN THE PAST AND MAYBE YOU HAVE SEEN IT BEFORE? ANYBODY HAVE? OKAY.**

**MAYBE I DON'T NEED TO WALK YOU THROUGH THIS. THE FIRST BOX IS, I CAN'T EVEN READ THIS. IT IS ASSUMED THAT EVERYONE WILL BENEFIT FROM THE SAME SUPPORT, THEY ARE BEING TREATED EQUALLY. AND THE SECOND IMAGE, INDIVIDUALS ARE GIVEN DIFFERENT SUPPORTS TO MAKE IT POSSIBLE FOR THEM THAT HAVE EQUAL ACCESS TO THE GAME AND TREATED EQUITABLE. IN THE THIRD IMAGE, ALL 3 CAN SEE THE GAME WITHOUT SUPPORTS OR ACCOMMODATIONS BECAUSE THE CAUSE OF THE EQUITY WAS ADDRESSED. THE BARRIER HAS BEEN REMOVED. AND THAT IS WHAT WE WANT TO GET TO IN LOOKING AT WHAT THE PLANS WILL LOOK LIKE, WE WANT TO SAY THAT THESE ARE BEING USED AND IMPLEMENTED FROM THE EQUITY STANDPOINT.**

**JUST TO SUMMARIZE, ANY QUESTIONS ABOUT THE GRAPHIC? CAN WE AGREE TO MAYBE THAT WOULD BE THE DEFINITION THAT WE'RE LOOKING AT IN TERMS OF EQUITY? ESSENTIALLY IT IS A PROCESS MOVING FROM EQUALITY TO EQUITY IS A PROCESS. EQUITY IS AN APPROACH THAT ENSURES EVERYBODY HAS ACCESS TO THE COMMUNITY. EQUITY IS THE FOUNDATION UPON WHICH THE MPA IS BUILT. IT IS NOT AN ADD ON, IT IS NOT JUST A NICE THING TO DO, IT IS AN INTEGRAL PART OF THE PLAN**

**THAT'S WHAT WE STRIVE FOR ANYWAY, RIGHT?**

**ANOTHER IMPORTANT CONCEPT THAT WE THOUGHT ABOUT WAS THE NOTION OF IMPLICIT BIAS. AND HERE IS THE DEFINITIONS. IT REFERS TO THE ATTITUDES OR STEREOTYPES**

**[READING]**

**[READING]**

**I THOUGHT I HAD A COMMITMENT TO IMPARTIALITY UNTIL I SAT ON A HIRING PANEL TO CHOOSE THE NEXT DIRECTOR FOR A POSITION. THIS PERSON WALKED IN AND OBVIOUSLY WAS QUALIFIED, ONE OF THE FIVE FINALISTS. AND HE WAS WEARING A TOUPEE. AND ALL I COULD THINK OF WAS, HE IS HIDING SOMETHING, HE IS NOT BEING REAL, AND I STARTED TO FOCUS ON THE TOUPEE. I TRIED VERY HARD NOT TO FOCUS ON THAT TOUPEE, BUT IT WAS VERY DIFFICULT NOT TO. LUCKILY AFTER THE DISCUSSIONS WITH THE REST OF THE GROUP, HE DID NOT RISE UP TO THE FINAL CANDIDATE. BUT IT SURPRISED ME, I SURPRISED MYSELF THAT I HAD THIS FEELING THAT SOMEONE WHO WAS TRYING TO BETTER HIMSELF, BUT IN MY MIND WAS TRYING TO HIDE SOMETHING. THOSE ARE THINGS WITHOUT US KNOWING, WE START TO FEEL UNCOMFORTABLE WITH IT AND START TO WONDER WHERE THE HECK DID THAT COME FROM? AND I'M SURE YOU ALL HAVE EXAMPLES OF MAYBE BEING AT THE CENTER OF UNCONSCIOUS BIAS OR BEING THE RECIPIENTS. THERE IS ONE MORE EXAMPLE; SIXTH GRADE IN A**

**CATHOLIC SCHOOL, THERE WAS A FORM TO FILL OUT THAT SAYS NAME, ADDRESS, ET CETERA. WHAT HOSPITAL WERE YOU BORN IN? I WAS NOT BORN IN A HOSPITAL, BUT IN THE PHILIPPINES WITH MY PARENTS AND I TURNED IT IN AND WAS BLANK. SO THE NUN SAID TO ME, "GO HOME AND ASK YOUR MOTHER WHERE YOU WERE BORN." I ASKED MY MOTHER, AND I KNEW MY ANSWER, YOU WERE BORN AT HOME. I TURNED IN THE FORM ONCE AGAIN AND FINALLY AFTER THE FIFTH TIME I SAID, MY MOTHER SAID I WAS BORN IN SAINT MARY'S HOSPITAL IN SAN FRANCISCO. I THOUGHT THIS IS ONE IT FEELS LIKE TO NOT BE DIFFERENT. FROM THEN ON I STARTED TRYING TO FIND WAYS TO FIT IN. TO SAY OKAY, I WAS BORN IN ST. MARY'S HOSPITAL. AND WHATEVER THEY WANTED, I BEGAN TO USE THOSE KINDS OF ANSWERS IN ORDER TO JUST SAY, "YES, I BELONG HERE."**

**THE NEXT EXAMPLE THAT I WANTED TO TALK ABOUT A LITTLE BIT IS A MORE PUBLIC EXAMPLE OF THIS IMPLICIT BIAS.**

**SO, REMEMBER THE 1998 OLYMPICS WOMEN'S FIGURE CHAMPIONSHIP, MICHELLE QUAN WAS ON THE U.S. TEAM AND JAPAN WAS AHEAD OF US. TARA L. WON THE GOLD MEDAL. AND THE HEADLINE READ AND IT WAS PICKED UP BY NEWSPAPERS. IT SAID, TARA L. WINS GOLD, AMERICAN BEATS KWAN. THIS WAS PICKED UP IN SEVERAL NEWSPAPERS ACROSS THE COUNTRY. AMERICA BEATS KWAN. WHO DEFINE WHOSE IS AMERICAN? FAST FORWARD TO HURRICANE KATRINA. THERE WAS A PHOTO OF A BLACK FAMILY HOLDING STUFF UP ABOVE THEIR HEADS, WADING THROUGH DEEP WATER, WERE DESCRIBED AS LOOTERS. THE SAME FAMILY WHICH HAPPENED TO THE WHITE, WERE IDENTIFIED AS SURVIVORS. SO, WHO GETS TO BE A SURVIVOR AND WHO GETS TO BE A LOOTER? IT IS ALL THAT IMPLICIT BIAS. THE THING THAT IS IMPORTANT TO REMEMBER ABOUT THIS IS TO ACKNOWLEDGE THAT WE ALL ARE -- WE DON'T NECESSARILY WHERE IT COMES FROM, BUT AS WE'RE PUTTING TOGETHER PLANS REVIEWING THE RECOMMENDATIONS, TO MAKE SURE THAT WE STOP OURSELVES AND SAY, "AM I LOOKING AT THIS COMPLETELY IMPARTIAL? IF THERE IS BIAS THERE, WHAT CAN I DO ABOUT IT?"**

**WE DO HAVE A HANDOUT I'M GOING GIVE OUT. IT IS FIVE WAYS TO MITIGATE UNCONSCIOUS BIAS. IT IS JUST A TOOL THAT YOU ALL CAN USE TO HELP CHECK YOURSELF ON UNCONSCIOUS BIAS.**

**>> KIM MCCOY-WADE: I'M TRYING TO BROADCAST IT ON THE ZOOM. BUT THE PUBLIC MAY NOT BE ABLE TO SEE IT. WE WILL BE POSTING IT WITH THE PUBLIC MATERIALS AS SOON AS WE CAN.**

**>> SURE PEOPLE HAVE LOTS OF INTERESTING THINGS TO SHARE IN RESPONSE TO THAT. BUT WE ARE BEHIND IN OUR AGENDA. WE'RE GOING TO PUSH FORWARD IN THE NEXT PIECE, WHICH IS AROUND DEVELOPING AN EQUITY TOOL. AND I THINK THAT THIS IS ONE WAY TO START TO ANSWER MORE SPECIFICALLY THE WONDERFUL QUESTION THAT KAREN HAD AT THE BEGINNING, ABOUT HOW ARE WORK IS GOING TO INFORM THE BROADER PROCESSES. WE'RE GOING TO EXPERIMENT WITH THIS TODAY.**

**I WILL MOVE QUICKLY AROUND THE USER TOOL AND THEN MOVE INTO THE LTSS DISCUSSION. OUR IDEA IS THAT EACH OF THE WORKERS AND SUBCOMMITTEES THAT CAN DESCRIBE DEVELOPING RECOMMENDATIONS THAT ARE GOING TO THE -- WHAT I DO HAVE FOR HOW THIS WORK WILL INFLUENCE THE WORK OF THE FULL SAC, AS THE RECOMMENDATIONS ARE MAKING THEIR WAY IT WILL COME THROUGH THIS WORK GROUP. AND THIS GROUP WILL HAVE AN OPPORTUNITY TO REVIEW THE WORK AND PROVIDE FEEDBACK SPECIFIC TO EQUITY. AND WE CAN HAVE A TOOL TO EVALUATE BEFORE IT PASSES FORWARD. THAT WOULD BE AN EFFECTIVE WAY TO MAKE THIS WORK SYSTEMATIC.**

**SO WE -- IN ADDITION TO THE DELIVERABLE, IS ACTUALLY PROVIDING COMMENTS TO THE SAC, ONE OF THE DELIVERABLES IS TO CREATE THIS TOOL. WE HAVE COME TO YOU WITH SOME IDEAS AND QUESTIONS WE CAN USE IN A TOOL. AND WE FIGURE AS WE PRACTICE, WE'LL REFINE WHAT THE TOOL IS, ITSELF. WE'RE GOING TO SHARE A COUPLE OF THE QUESTIONS WE CAME UP**

**WITH. WE HAVE SOME OTHER RESOURCES WITH OTHER QUESTIONS. I THINK WHAT I'D LIKE TO PROPOSE, THAT WE ACTUALLY MOVE TO THE LTSS PIECE INSTEAD OF HAVING A LONG CONVERSATION ABOUT THE QUESTIONS RIGHT NOW. REVIEW THE QUESTIONS, THEN START ANSWERING THEM IN THE CONTEXT OF THE LTSS PIECE. BEING MINDFUL THAT WE'LL REVISE THE QUESTIONS BASED ON HOW OR CONVERSATION OF THE SUBSTANCE OF THE LTSS PIECE EVOLVES. I DON'T KNOW IF THAT MAKES SENSE.**

**I ALSO WANTED TO PROVIDE FOR YOU SOME OTHER MATERIALS THAT ARE IN THE HANDOUTS TODAY, THAT PROVIDES EXAMPLES OF TOOLS THAT WE FOUND AFTER WE CREATED THE QUESTIONS. THESE EXAMPLES MIGHT BE MORE REFINED AND WE MIGHT WANT TO INTEGRATE SOME OF THESE MODELS INTO THE TOOL AS WE CREATE AND MOVE FORWARD. THESE TOOLS CAME TO OR -- OUR ORGANIZATION WAS LUCKY ENOUGH TO PARTICIPATE IN THE RACIAL JUSTICE PROGRAM. THESE WERE TOOLS CREATED FOR GOVERNMENTS TO USE TO EVALUATE WHETHER THE NEW PROGRAMS THEY ARE DEVELOPING ARE RESPONSIVE TO RACE EQUITY QUESTIONS. OUR WORK HERE IS BROADER THAN RACE EQUITY, BUT A LOT OF THE QUESTIONS TRANSLATE TO QUESTIONS OF GENDER IN RELATION TO LGBTQ ISSUES.**

**HERE IS WHAT WE CAME UP WITH. OF COURSE, I CAN'T READ THAT EITHER.**

**[LAUGHTER]**

**THESE QUESTIONS, I GUESS, TRY TO TAKE US ROUGHLY THROUGH IDENTIFYING KEY ISSUES FOR THE COMMUNITIES WE'RE FOCUSED ON. RECOGNITION OF THE DISPARITIES THAT THE COMMUNITIES FACE. I THINK ALSO WE NEED TO FIND A WAY TO RECOGNIZE THE ASSETS THAT THE COMMUNITIES BRING TO THE CONVERSATION. ASKING WHY THOSE DISPARITIES EXIST? AND THEN IDENTIFYING FOR GOALS THAT CAN ADDRESS THE DISPARITIES. BOTH THROUGH THE PROVISION OF SERVICE AND WHAT ARE THE SYSTEMIC ISSUES THAT WE NEED TO IDENTIFY?**

**THE QUESTIONS WE OUTLINE IS ONE, WHAT IS THE MOST SIGNIFICANT CHALLENGES FACING COMMUNITIES OF COLORS AND DIVERSE COMMUNITIES OF WOMEN AND ALSO THE LGBTQ COMMUNITIES IN ACCESSING QUALITY. HOW ARE THESE ADDRESS AND REPORTED. WHAT DISPARITIES EXIST IN ACCESS AND INEQUITIES OF LGBTQ FOR THOSE COMMUNITIES? HOW DOES THE REPORT ADDRESS THOSE DISPARITIES? WHAT ARE THE PERCENTAGE OF EQUITIES THAT HAVE CREATED THE DISPARITIES? ARE THEIR PROPOSED RECOMMENDATIONS THAT ARE RESPONSIVE AND HOW? REFERRING TO THE GRAPH THAT CARMELITA REVIEWED FOR US TODAY, ARE WE AT FULL EQUITY OR DO WE STILL NEED TO DO WORK TO GET THERE?**

**IF THE PROPOSALS IN THE REPORT ARE NOT RESPONSIVE, HOW DO THE RECOMMENDATIONS NEED TO BE CHANGED OR WHAT NEEDS TO BE ADDED SO THAT THEY ARE RESPONSIVE. AND ON THE BACK, DOES THIS EXACERBATE? MAKING SURE WE ARE NOT GOING IN THE WRONG DIRECTION. AND HOW IS IT ALL, THE COMMUNITIES ADDRESSED IN THE RECOMMENDATION? THIS IS A GOOD TIME FOR A QUESTION.**

**>> I REALLY LOVE THE STARTING POINT AND I THINK THIS IS A GOOD PLACE FOR US TO JUMP OFF ON. THANK YOU FOR. USING EXISTING MODELS AS WELL. ONE THING I FORGOT EARLIER IS ASSETS. I WONDER IF WE CAN INTEGRATE MORE OF A STRENGTH-BASED APPROACH INTO THIS. AND THERE IS A LOT OF DISPARITY, DISPARITY. HOW CAN WE INTEGRATE THE STRENGTH OF DIFFERENT COMMUNITIES INTO THE TOOL AND THE FRAMEWORK AS WELL? I'M ENCOURAGED FOR THAT TO BE PART OF OUR DISCUSSION.**

**>> THIS IS KAREN, I APPRECIATE THAT COMMENT AS SOMEONE WHO IS PREOCCUPIED WITH EQUITY. IT IS SORT OF DISPARITIES, DISPARITIES, DISPARITIES. AND I THINK IT NEEDS TO BE, RIGHT? BECAUSE IT IS A VERY IMPORTANT TOPIC FOR US TO THINK ABOUT AND TRY TO INTEGRATE INTO THIS PLAN MANY PERHAPS ONE WAY WE CAN REFRAME THE LANGUAGE AT SOME POINT IS THINK ABOUT THE CULTURAL RELEVANCY. AND THE TAILORING THAT MIGHT NEED TO HAPPEN AS WE MOVE FORWARD, BECAUSE**

**IF WE TALK ABOUT MAKING SURE THAT THE PLAN IS RELEVANT FOR CULTURES, FOR DIFFERENT CULTURES, IT DOES SEND A MESSAGE THAT THERE IS VALUE THERE, RIGHT? AND WE WANT TO MAKE SURE THAT THESE CULTURES AND UNDERSTANDINGS ARE INTEGRATED INTO THE PLAN. IT IS DIFFICULT WE ARE TALKING ABOUT EQUITIES TO NOT TALK ABOUT DISPARITIES. I DON'T THINK WE'RE BEING PEJORATIVE. IF WE FRAME IT IN A WAY TO ADDRESS THE DISPARITIES IN A WAY IT ACKNOWLEDGES AND RESPECTS THE DIFFERENCES, MAYBE WE CAN BRING IN MORE POSITIVE LANGUAGE.**

**>> THIS IS VALENTINE. I'M SORRY, I JUST WANTED TO JUST DOVETAIL ON WHAT DR. LINCOLN JUST SAID. COMPLETELY AGREE WITH YOU, KAREN. AND ALSO I THINK NEED TO BUOY, IF YOU WILL, STRENGTHEN, EMPOWER THOSE CULTURAL PRACTICES THAT SUPPORT FAMILIES, SUPPORT OLDER ADULTS. AND LOOK AT THOSE, HOW WE CAN SUPPORT THEM TO MAKE THINGS BETTER. BUT, I THINK IT IS IMPORTANT ALSO, TO ACKNOWLEDGE THAT THE DISPARITIES ARE THERE, BUT ALSO THAT THERE ARE PART OF CULTURE BUOYS, THE AGING PROCESS AND HOW CAN WE STRENGTHEN SORT OF THOSE NATURAL NETWORKS, IF YOU WILL?**

**>> NOT JUST THE DISPARITY BUT THE CULTURAL RELEVANCY AND THE CULTURAL PRACTICE THAT BUOY THE AGING PROCESS FROM DR. VALENTINE.**

**>> RIGHT.**

**>> ONE MORE THING, ARE WE COMFORTABLE WITH THE TERM? PEOPLE OF COLOR AND COMMUNITY OF COLOR, THAT HAS BEEN USED A LOT. IN BEHAVIORAL HEALTH WE -- WE SAY RACIALLY AND ETHICALLY DIVERSE. AS WE CREATE THIS, WE HAVE TO BE INTENTIONAL AND CAREFUL ABOUT OUR LANGUAGE AND PEOPLE KIND OF THINK IT MAY BE A LITTLE OUTDATED. I JUST WANT TO OPEN THAT UP TO THE GROUP. PEOPLE MAY AGREE IT IS FINE. RACIALLY AND ETHNICALLY DIVERSE.**

**>> I WILL JUST ADD, I DIDN'T KNOW I WAS A PERSON OF COLOR UNTIL I MOVED FROM ANN ARBOR WHERE I WAS GOING TO SCHOOL TO SEATTLE. THEY HAVE SAID PEOPLE OF COLOR AND I HAD NO IDEA WHAT THEY WERE TALKING ABOUT BECAUSE I HAVE ALWAYS BEEN AFRICAN AMERICAN. I DON'T IDENTIFY STRONGLY WITH THAT TERMINOLOGY BECAUSE IT IS CONFUSE AND HOMOGENIZES A LOT OF THE VERY DIFFERENT GROUPS. AND WE MISS SOME OF THE DIFFERENCES, THAT ARE OBSCURED WHEN AGGREGATED. MAYBE RACIAL AND ETHNIC GROUPS OR DIVERSE THAT WILL AT LEAST ACKNOWLEDGE THAT WHEN WE ARE TALKING ABOUT COMMUNITIES OF COLOR, WE ARE IN FACT TALKING ABOUT RACE AND ETHNICITY.**

**>> I AGREE WITH DR. LINCOLN.**

**>> I ALSO SECOND. AND I WAS THINKING FROM LIKE AN EQUITY FRAMEWORK, THAT THERE IS A MOVE TOWARDS NOT ADDRESSING THE INDIVIDUALS. THERE IS A ROLE FOR INDIVIDUAL IDENTITY. IT IS GENDER DISCRIMINATION, RATHER THAN IMMIGRATION STATUS, ADDRESSING THE UPSTREAM DRIVERS AND SYSTEMS AND POLICIES THAT ARE CAUSING THOSE EQUITIES AT AN INDIVIDUAL LEVEL.**

**>> I REALLY LIKE THIS CONVERSATION THAT WE'RE HAVING AND I WANT TO CAUTION US THAT WE ALSO DON'T WANT TO GO IN THE OTHER DIRECTION OF THE KIND OF MYTHS THAT PEOPLE HAVE ABOUT OUR COMMUNITIES. THERE ARE LARGE FAMILIES, HISPANIC FAMILIES, A LOT OF THOSE THINGS ARE CHANGING. I THINK FOR PEOPLE OF MY GENERATION, THE ISSUE OF THAT THERE WERE LARGE FAMILIES, YOU KNOW. THERE WAS SOMEBODY TO RELY ON. BUT ALSO, IT IS NOT ONLY IN THE AREA WHERE WE KNOW THAT BECAUSE OF THE MIGRATION OF PEOPLE, HOW PEOPLE ARE MOVING AROUND AND HOW PEOPLES' FINANCIAL SITUATIONS ARE, THAT A LOT OF THOSE THINGS THAT HAVE BEEN SAID ABOUT OUR COMMUNITIES, ABOUT A NUMBER OF PEOPLE ARE NO LONGER TRUE. WHICH IS WHY WE HAVE ISOLATION WITH ELDERS AND PROBLEMS GETTING TO MEDICAL APPOINTMENTS AND WHY PEOPLE CANNOT AFFORD THEIR MEDICINE.**

**>> JUST THINKING ABOUT DIVERSITY IT IS IMPORTANT TO RECOGNIZE DISABILITY COMMUNITIES HAVE IDENTITIES AND CULTURES AS WELL AND EXPERIENCE SOME OF THE SAME DISCRIMINATION THAT OTHER PEOPLE HAVE BEEN SPEAKING TO. AND FINDING A WAY TO RECOGNIZE THAT IS IN THE EQUITY LENS THAT WE'RE ALL TALKING ABOUT, THAT IS IMPORTANT. I'M A FAN OF THE INFO GRAPHIC THAT WE SHOWED EARLIER, HOW DO WE CREATE EQUITY. BUT I WILL NOTE IF YOU ARE A PERSON THAT USED A WHEELCHAIR, THOSE BOXES WERE NOT GOING TO HELP YOU ACHIEVE THAT AT ALL. IT IS WORTH THINKING ABOUT DIVERSE COMMUNITIES. WHAT IS THE IMPACT ON RACIAL AND ETHNIC DIVERSE COMMUNITY AND WHAT IS THE SUBSET OF THAT, THAT MIGHT BE PEOPLE WITH DISABILITIES AS WELL.**

**>> I DEFINITELY WANT TO AGREE WITH WHAT WAS SAID ABOUT COMMUNITIES OF COLOR VERSUS RACIAL AND ETHNIC PEOPLE OR COMMUNITIES. BECAUSE IF SOMEONE SAYS COMMUNITY OF COLOR, I DON'T NECESSARILY IDENTIFY AS THAT. I'M AN AFRICAN AMERICAN WOMAN. AND A LOT OF TIMES I THINK EVEN THOUGH -- WHAT DOES IT MEAN IN MY COMMUNITY? SOME OTHER TYPE OF LANGUAGE.**

**>> WHY DON'T WE TAKE A COMMENT FROM LINDA AND THEN I'D LIKE TO WELCOME OUR REPRESENTATIVES FROM LTSS TO START TO SHARE WHAT THEY HAVE COME UP WITH AND WE CAN FURTHER THINK ABOUT THE QUESTIONS AS WE'RE ALSO RESPONDING TO WHAT THEY DEVELOPED.**

**>> I WANT TO ECHO THE COMMENTS. CALLING OUT THAT WE'RE REALLY TALKING ABOUT INTERSECTION IDENTITIES, LOOKING AT PRIVILEGE AND HOW THAT COMES INTO THE MIX. WHETHER YOU EXPERIENCE A DIFFERENT ABILITY, YOU KNOW, RACIAL OR ETHNIC IDENTITY. JUST BE MINDFUL OF THAT HOLISTIC LOOK AT WHAT IDENTITY MEANS. AND I ALSO WANTED TO SAY AS FAR AS THE QUALITY OF LIFE FOR OUR ELDER, IT IS HEAVILY DEPENDENT ON THE PEOPLE THAT SERVE THEM. SO ADDRESSING THE IMPLICIT BIAS OF HOME CARE WORKERS OR PEOPLE WHO WORK IN THE**

**MEDICAL FIELD. AND THIS IS PURELY ANECDOTAL, I COME FROM A FILIPINO AMERICAN FAMILY. A LOT OF MY RELATIVES WORK IN THE HEALTH CARE. THEY ARE ALSO EXTREMELY RELIGIOUS AND CATHOLIC AND A LOT OF THOSE BIASES AGAINST THE LGBTQ COMMUNITY CAN KIND OF MANIFEST IN THEIR HEAD WHEN THEY ARE DEALING WITH PATIENTS. I THINK AS FAR AS ENSURING THAT WE ARE LOOKING AT QUALITY OF LIFE AND EQUITY, MAKING SURE THAT THE ELDERLY ARE IN HANDS OF PEOPLE WHO ARE WELL TRAINED TO PROVIDE EQUITABLE CARE, THAT IS JUST AS IMPORTANT.**

**>> SO, THANK YOU. I THINK WE'RE NOW GOING TO WELCOME MEMBERS FROM THE LTSS SUBCOMMITTEE TO PRESENT RECOMMENDATIONS FOR BEING HERE. AND I WANT TO THANK THEM FOR BEING GUINEA PIGS. THE OTHERS THAT FOLLOW THIS ONE THERE HAVE QUESTIONS TO DEVELOP AND INFORM THE WORK.**

**(LS)**

**THE AGING SPACE IS LEARNING A LOT FROM OTHER MOVEMENTS TO LEARN MORE ABOUT THE EQUITY ISSUES. I APPRECIATE THE CONVERSATION WE HAVE BEEN HAVING SO FAR AND GOING TO CONTINUE TO HAVE AND APPRECIATE YOU ALL FOR COMING HERE EVEN THOUGH THIS EQUITY EMPHASIS WAS REALLY ADDED AS YOUR WORK WAS ALREADY ONGOING AND YOU ALL ARE GOOD AFTERNOON. I'M WITH THE ALZHEIMER'S ASSOCIATION, A MEMBER OF THE STAKEHOLDER ADVISORY COMMITTEE AND WORK WITH THE LLS GROUP.**

**>> I'M WITH THE SCAN FOUNDATION. IT'S AN HONOR TO BE HERE. I LOOK FORWARD TO YOUR THOUGHTFUL INPUT ON HOW WE CAN MAKE OUR LTSS REPORT MORE INFORMED BY EQUITY. THANK YOU. FIRST, WE ARE IN GOOD HANDS. MY BLOOD PRESSURE WENT DOWN WHEN I WALKED IN AND SAW YOU AROUND THE TABLE. YOU ARE THE EXPERTS AND LEADERS IN THE STATE, AND YOU WERE CHOSEN FOR A REASON. I WANT TO THANK OUR COLLEAGUES THAT ELEVATED THE WORK GROUP, MASTER PLAN FOR CALIFORNIA. IT'S GREAT THAT, THAT IDEA TRANSLATED TO, TOED'S TABLE. WE ARE JOINED**

**VIRTUALLY BY TWO COLLEAGUES. THE KEYWORD IN THE LTSS REPORT DUE MARCH 2ND IS ITERATIVE. THIS IS AN EXAMPLE, TODAY, EVEN THE GRAPHIC YOU SEE BEHIND YOU IS OLD.**

**>> MEANING LIKE, TWO WEEKS. THAT'S TWO WEEKS AGO.**

**>> A NEW GRAPHIC IS IN DEVELOPMENT. IT'S A PROCESS THAT WHETHER IT'S ONE PERSON E-MAILING A COMMENT OR RECOMMENDATION OR MEMBER OF ANY OF THE WORK GROUPS, AS IDEAS SURFACE BEING INCORPORATED AND INCLUDED, FOR THAT REASON, I ITERATIVE. IT'S NOT EVEN PART OF THE EXECUTIVE ORDER AND FORTUNATELY, WE ARE HERE MEETING.**

**WE ARE AT A KEY JUNCTURE. I'LL MOVE QUICKLY. I KNOW WE ARE RUNNING BEHIND. THIS IS THE CHARGE OF THE LONG-TERM SERVICES GROUP. ITERATIVE WAS THE LONG-TERM LTSS WORK GROUP. WE HAVE FOUR TASKS IN FRONT OF US. IT WOULD SEEM SIMPLE FOR EVERYTHING IN CALIFORNIA, FOR THOSE THAT RELY ON MEDICAID AND THOSE THAT DO NOT. WHILE THE TASK IS NARROW, OUR AUDIENCE IS LARGE. EARLY IN THE PROCESS, THE MASTER PLAN FOR AGING --**

**>> THERE WE GO. YOU WILL SEE THAT -- GREAT. THEY ARE NOT THE SAME. YOU CAN SEE WHAT YOU ARE DOING. OUR PLACE HOLDER TO DATE, UNTIL THE TOOL IS DEVELOPED AND WE HAVE GUIDANCE TODAY AND FUTURE DATES, WE HAVE ADOPTED THE MASTER PLAN VALUES DISCUSSED AND AGREED TO BY THE STAKEHOLDER ADVISORY COMMITTEE. YOU WILL SEE EQUITY IS A VALUE THAT IS OVERARCHING ALL OF THE WORK, ALL OF THE SUBCOMMITTEES AND WORK GROUPS.**

**THIS HAS BEEN OUR WORKING DEFINITION OF EQUITY IN TERMS OF THE LTSS REPORT. THEN, WE HEARD, YOU KNOW, PEOPLE IN THE DISCRIMINATION ALREADY. THAT'S INCLUDED AS WELL.**

>> OUR PROCESS HAS BEEN PROCESS RICH. WE STARTED A FEW MONTHS AGO WHEN THE SUBCOMMITTEE WAS FORM AND INDIVIDUALS WERE NAMED AS YOU WERE NAMED A SHORT WHILE AGO TODAY. SUCH MEETINGS ON A VARIETY OF TOPICS RELATED TO LTSS. THERE IS A STATE LEAD, STATE DEPARTMENT EXPERT, MEMBER OF THE STAKEHOLDER OR L TSS WORK GROUP AND A COMMUNITY AND MODEL. IT'S BEEN A WONDERFUL FORMAT WE HAVE BEEN FOLLOWING. EACH HAS INCLUDED SEVERAL PERSPECTIVES ON THE SAME ISSUE. WE HAVE HAD HUNDREDS OF COMMENTS AND RECOMMENDATIONS, LOTS OF PUBLIC COMMENT, EVERY MEETING IS OPEN TO THE PUBLIC AND HAS TAKEN PUBLIC COMMENT. WE STARTED WITH AN INITIAL FRAMEWORK. INITIALLY, WE THOUGHT THIS IS THE WAY TO ORGANIZE OURSELF. WE STARTED WITH -- I DON'T WANT TO SPEND A LOT OF TIME ON THE FRAMEWORK, BUT IT'S ORGANIZED OUR WORK.

SUBCOMMITTEE MEMBERS SELF-IDENTIFIED, SOME OF THEM ARE IN THIS ROOM. KATHRYN IS ONE OF THEM. THAT IS A STRENGTH OF THE WORK GROUP. EVERY WORD YOU SEE IN THE DRAFT IS GENERATED BY THE SUBCOMMITTEE, SO LOOKING AT THE PROGRAM, THERE IS A LOT OF CREDIT FOR ON DEMAND. THERE IS A NEW COMMENT OR RECOMMENDATION COMING IN, SHE GETS IT TO US. EXPERTS GO OVER THE SUBJECT AREA AND STARTED WORKING IN TEAMS. EVERY MEMBER IS REPRESENTED ON AT LEAST ONE OF THE TEAMS, VETTING AND REVIEWING COMMENTS AND RECOMMENDATIONS AS A GROUP. THEN, WE PRODUCED OUR FIRST DRAFT JANUARY 27TH. IT WAS AROUND 40 PAGES.

>> I'LL JUST SAY AT THIS POINT, I THOUGHT WE WOULD BE PRESENTING TO YOU THE JANUARY 27TH DRAFT. WE'LL SHARE THAT WITH YOU AND YOU WILL HAVE THE DRAFT AND READ AND REQUEST. THEY TORE IT UP AND REWROTE IT.

>> WE BROUGHT IT TO THE GROUP SAYING, THIS IS OUR FIRST DRAFT. LET'S SEE -- WHAT WE HOPE FOR IN THE REPORT, WE HOPE IT'S ACCURATE. WE HOPE IT'S ABGABLE SO THERE IS NOT A LOT OF PRIORITY LANGUAGE THAT

**JUST SOUNDS GOOD. WE WANT IT TO BE AMBITIOUS, AND KEVIN HAS ENCOURAGED US TO BE BOLD IN THINKING. WE WANT IT TO BE EQUITABLE AND PERSON CENTERED. WE HAVE STRUGGLED WITH NOT SOUNDING WONKY. IT'S A TEN YEAR VISION. WE NEED TO BE PROVOCATIVE THINKING ABOUT THE IMMEDIATE NEEDS. WE WANT IT TO BE REFLECTIVE OF WHAT WE HAVE HEARD AND WHAT WE CONTINUE TO HEAR FROM THE PUBLIC, AND THE SUPPORT GROUP.**

**THE REPORT THAT GOES TO THE STAKEHOLDER ADVISORY COMMITTEE IS FOCUSED ON LTSS. THERE ARE THREE OTHER GOAL AREAS OF THE MASTER PLAN WORKING CONCURRENTLY ON LIVEABLE COMMUNITIES, HEALTHY AGING, SECURITY AND PROTECTION. IT'S THE WHAT AND NOT THE HOW THAT'S BEEN THE HARDEST. HOW DO WE NOT TAKE A GOOD IDEA AND DRILL DOWN TO BEING PRESCRIPTIVE? WE ARE TRYING TO AVOID THAT. IT'S OUR BEST ATTEMPT TO DATE. IT'S INTENDED TO MULTIPLE AUDIENCES. IT'S A DOCUMENT FOR THE GOVERNOR, ADMINISTRATION AND THE PUBLIC. IT'S A LIVING DOCUMENT. IT LIVES ON IF ADOPTED OR NOT. WE HAVE TO REMIND OURSELVES BECAUSE WE WANT TO GET IT RIGHT, IT'S NOT THE MASTER PLAN FOR AGING. THAT'S COMING UP IN OCTOBER. WE ARE TEMPTED TO PUT MORE IN IT. WAIT, THERE'S MORE. WE HAVE WRESTLED WITH AGREEING TO SOMETHING, DO WE KICK IT OUT? NO. WE DON'T WANT A WATERED DOWN VERSION THAT ONLY EVERYONE AGREES TO. WHAT IF THERE'S CONTROVERSY? WE WANT IT TO BE PROVOCATIVE**

**AND NOT A LITANY OF EVERYTHING IN CALIFORNIA, EVERY ELIGIBILITY CATEGORY. WE KEEP GOING THERE TOO. IT'S NOT FOCUSED SOLELY ON MEDICAL. IT'S NOT A PUBLIC BENEFIT PRIMER EITHER.**

**IT'S INTENDED TO INCLUDE PRIVATE ENDEAVORS AS WELL. IT'S 40 PAGES WITH CONSTRAINTS. YOU MAY NOT SEE THINGS YOU WANT TO SEE IN THERE. THAT'S A BIGGER DEAL. AT THIS POINT, I'M GOING TO TURN IT OVER TO SARAH TO TALK ABOUT HOW THIS SLIDE IS ALSO OUT OF DATE.**

**>> SARAH: THIS IS A WORK IN PROGRESS. WE APPRECIATE YOUR PATIENCE. I DON'T HAVE MY GLASSES. THE WAY WE HAVE STRUCTURED THE REPORT, AND WE ARE STRUGGLING BETWEEN WANTING THIS TO BE A READABLE DOCUMENT ACCESSIBLE FOR EVERYONE, BUT NOT WANTING TO LOSE THE IMPORTANT SUBSTANCE OF THE ISSUES. THERE IS A BALANCE BETWEEN THE TWO. IT'S SOMETHING WE ARE CONSTANTLY STRUGGLING WITH. A LOT OF TIMES IN THE DOMAIN WRITING ABOUT AN ISSUE, YOU DON'T REALIZE HOW YOU ARE WRITING IT MAY BE GREEK TO SOMEONE ELSE NOT THINKING ABOUT THESE ISSUES EVERYDAY. THAT'S DANGEROUS. IF IT'S NOT DOCUMENTED TO COMMUNICATE WELL, THAT'S NOT OF USE. THAT'S ONE ISSUE. THE OTHER ISSUE IS HOW TO ENSURE THAT WE ARE ABLE TO WORK ACROSS THE STAKEHOLDERS NOT ONLY IN THE L TSS COMMITTEE, BUT OUTSIDE AND TO MAKE SURE IT'S A FAIR REPORT. WHAT WE HAVE DONE, NOW THAT THE RECENT APPROACH IS TO FOCUS ON FIVE BIG OBJECTIVES, FIVE MAIN OBJECTIVES.**

**THE IMPORTANT THING ABOUT THE MAIN OBJECTIVES IS THAT THEY ARE SUPPOSED TO ENCAPSULATE EVERYTHING THAT IS CRITICAL TO IMPROVING THE SYSTEM OF CARE WITH THE SOLE GOAL OF DESIGNING AROUND THE NEEDS OF THE PERSON, ALSO RECOGNIZING THAT NOT EVERY PERSON IS THE SAME. WE NEED TO ENSURE THAT EQUITY IS A PROMINENT PART OF THE REPORT, MAKING IT FRONT AND CENTER, REALIZING THE BALANCE WE ARE TRYING TO STRIKE. I WISH WE HAD SOMETHING TO SHARE WITH YOU, BUT HOPEFULLY, WITHIN THE WEEK, WE'LL SEE SOMETHING. WITH THAT, I WANT TO PROVIDE A HIGH LEVEL OVER VIEW OF PRIORITY ISSUES.**

**>> THE FIRST FIRST DRAFT DISCUSSED JANUARY 27TH IS POSTED. WHEN YOU HEAR FOCUSED LEADERSHIP, YOU CAN GET A SENSE OF THESE THINGS.**

**THERE IS RAW MATERIAL OUT THERE. IT HAS BEEN HEAVILY REFINED SINCE JANUARY 27TH, AND IT WILL BE CONTINUALLY REFINED MARCH 2ND. THERE IS THAT -- MORE DETAIL THERE IF YOU WANT IT.**

**>> VERY IMPORTANT POINT. THE FIVE PRIORITY AREAS, EACH ARE CRITICAL NEEDS THAT NEED TO MEET THE GOALS OF THE MASTER PLAN RELATED TO LTSS. EQUITY IS SOMETHING THAT NEEDS TO BE PROMINENTLY FEATURED. STARTING WITH THE GOVERNOR AND THE STATE, ALSO DOWN TO THE LOCAL LEVEL. SECOND IS THE ISSUE OF NAVIGATION. WE HAVE STRUGGLED WITH THE TERMINOLOGY THERE. HOW DO PEOPLE ACCESS SERVICES? HOW DO THEY GET THERE?**

**I'M SURE YOU HAVE SEEN IN YOUR OWN WORK AND PERSONAL LIFE CHALLENGES PEOPLE FACE ACROSS THE STATE, JUST TRYING TO FIND AND LOCATE THE SERVICES THEY NEED WHEN THEY NEED IT. ALSO, THE WHOLE SYSTEM, HEALTHCARE TO LONG-TERM SERVICES AND SUPPORT AND TRANSPORTATION, ETC. THE THIRD ISSUE IS WHAT IS THE ACCESS TO SERVICES AND SUPPORT AND HOW DO YOU GET THERE?**

**>> A FOURTH BIG AREA IS WORKFORCE. THIS IS ACCURATELY FRAMED.**

**>> CRITICALLY IMPORTANT IS THE UNPAID CAREGIVER WORKFORCE OF FAMILY AND FRIENDS WITH SUPPORT TO OLDER ADULTS WITH DISABILITIES ACROSS THE STATE. TRYING TO REPRESENT THE WORKFORCE NEED AND NOT AREA. FINALLY, FINANCING. HOW DO PEOPLE PAY FOR THEIR CARE? WE ARE LOOKING AT IT FROM THOSE TWO LENS. WITH ALL OF THE ISSUES, THEY ARE INTERRELATED. FOR EXAMPLE, YOU CAN'T BUILD UP ACCESS TO THE SYSTEM IF WE DON'T HAVE A WAY TO FINANCE IT. IF YOU BUILD ACCESS TO THE SYSTEM BUT PEOPLE DON'T KNOW HOW TO NAVIGATE IT, THEY WON'T KNOW WHAT THEY NEED. WE HAVE A TREMENDOUS OPPORTUNITY. SUSAN, IS THERE ANYTHING ELSE YOU WANT TO ADD IN TERMS OF THE HIGH LEVEL ORGANIZATION? I WILL ASK, WHAT WE ARE TRYING TO ENCAPSULATE NOT IN THE REPORT, WHAT ARE NEAR TERM BIG IDEAS IN EACH OF THE IDEAS THAT CAN BE ACTED ON IN THE IMMEDIATE FUTURE? NOT JUST LOW-HANGING FRUIT. THEY ARE IMPORTANT BUT OFTEN NOT THE BIG SYSTEM CHANGE ISSUES THAT CAN HAPPEN IN THE NEAR TERM THAT THE CITY CAN BRING**

**FORWARD AS A HIGH PRIORITY RECOMMENDATION FOR THE STATE TO CONSIDER. THAT'S SOMETHING ELSE WE ARE WORKING THROUGH. IT'S A WORK IN PROGRESS.**

**IT'S A HELPFUL CONVERSATION TO HAVE NOW. I KNOW TO HAVE SOMETHING TO RESPOND TO, MAYBE INFORMATIVE FOR ALL OF YOU, BUT IT HELPS TO HEAR YOUR FEEDBACK AND YOUR THOUGHT.**

**>> THANK YOU.**

**>> OKAY, HERE WE GO. WE HAVE A SYSTEM WHERE WE LIKE YOU TO TURN YOUR CARD UP IF YOU ARE IN THE ROOM AND WANT TO GET TO THE QUEUE. HELP ME WITH WHO IS ON THE PHONE. OKAY. LET'S SEE. I WASN'T PAYING ATTENTION UNTIL I LOOKED HERE. CAN WE START WITH LEANDRA AND GO AROUND.**

**>> YOU MENTIONED CULTURAL COMPETENCE. IT'S THE WORD OF THE DAY. I'M WONDERING, WITHIN YOUR REPORT, IS THAT THE TERM YOU USE, OR COULD THERE BE AN UPDATE?**

**>> ABSOLUTELY. MORE FOCUSED ON CULTURAL RESPONSIVENESS. I DON'T KNOW IF YOU PRESENTED THE REPORT OR NOT --**

**>> I HAVE LISTENED TO THE BIG IDEA REPORT. THE OTHER THING I WANT TO MAKE SURE, WE HAVE BEEN TALKING ABOUT SPRINT, BUT HOW WE TEND TO DO THINGS SAYING THE SAME THING, I KNOW EVERYTHING IS PERSON-CENTERED. FOR MANY OF OUR CULTURAL AND ETHNIC GROUPS, WE ARE NOT PERSON CENTERED AS MUCH AS FAMILY CENTERED. WE MAKE DECISIONS FOR A PERSON IN COLLABORATION WITH THE PERSON. I WANT TO MAKE SURE AS WE CONTINUE WRITING OUR REPORTS, THAT WE TAKE THAT INTO -- SOMETIMES YOU CALL AND THEY SAY, I CAN ONLY TALK TO THE OWNER. WE DON'T DO HOME VISITS. YOU WILL SEE EVERYBODY.**

**>> WAY BACK IN JANUARY, THE GRAPHIC FIRST CAME UP, AARP DONATED THE GRAPHIC SUPPORT, SO THANK YOU. THERE WAS ONLY THE PERSON IN THE YELLOW IN THE MIDDLE. THE COMMITTEE TOOK IT BACK AND THE GRAPHIC DESIGNER, RECOGNIZING -- I DON'T WANT TO SPEAK YOUR LANGUAGE, BUT FAMILY OF CHOICE, COMMUNITY CAN MEAN LOTS OF THINGS. THAT'S DONNA'S CIRCLE OF PEOPLE. THAT'S THE KIND OF FEEDBACK CYCLE. SORRY, CUT THE QUEUE FOR RITA.**

**>> YOU ARE TALKING ABOUT BIG IDEAS RATHER THAN LOW-HANGING FRUIT. I THINK THE DILEMMA THAT WE ARE EXPERIENCING PROBLEMS ARE SEEING THIS IS A PEOPLE THROUGHOUT THE SYSTEM INVOLVED FROM THE BORDEN CARE TO RESIDENTIAL CARE TO THE ELDERLY, OR THE HOSPITAL KINDS OF THINGS. I DON'T THINK GENERATING CULTURAL RESPONSIVENESS CAN WAIT, PARTLY BECAUSE IF IT DOESN'T START NOW, IT WON'T BE A DEVELOPED CURRICULUM USED FOR ENROLLING PEOPLE IN SERVICE. IT'S LIKE -- THERE IS SUCH A WIDESPREAD, LACK OF CULTURAL RESPONSIVENESS NOW, IF WE DON'T START MAKING PEOPLE BE AWARE OF THEIR RESPONSIBILITY AS A CARE GIVING SYSTEM, IF THAT DOESN'T START NOW, IT WILL CONTINUE TO BE -- YOU KNOW, IT COULD BE ONE OF THE LAST THINGS THAT GETS IMPLEMENTED, AND IT WILL BE A LONG TIME IN COMING FOR US.**

**INCLUDING PEOPLE OF RACIAL MINORITIES, LGBTQ GROUPS, YOU KNOW, IF YOU HAVE TO LISTEN TO SOMEBODY SAY THAT THE PERSON WAS RUDE TO THEM BECAUSE THEY FOUND OUT THAT THEY WERE GAY, BUT THEY ARE IN THE NURSING HOME, OR THEY ARE IN ASSISTED LIVING SITUATIONS AND THERE IS NO PLACE FOR THEM TO GO, IT'S A REALLY DISTRESSING EXPERIENCE FOR THE WHOLE FAMILY. MY SUGGESTION FOR THE BIG IDEA TO GO AFTER FIRST IS REQUIRED TRAINING AND EVALUATION OF PEOPLE OF CULTURAL RESPONSIVENESS. I JUST WANTED TO DOUBLE DOWN ON WHAT WAS SAID. THE LGBTQ SENIOR LONG-TERM CARE BILL OF RIGHTS THAT WAS PASSED, I THINK TWO YEARS AGO. IT'S HARD TO ENFORCE. IF THE WORKFORCE WAS**

**REQUIRED TO TAKE TRAINING, IT WOULD MAKE A HUGE DIFFERENCE. THAT WOULD BE FOR PUBLIC AND PRIVATE.**

**>> I WANT TO ADD ONE THING. IF NOTHING ELSE, IT WILL HELP TO PREVENT PEOPLE FROM SAYING INSULTING TYPE OF THINGS THAT THEY SAY TO FOLKS, CAREGIVERS AND THE CLIENT.**

**WHEN YOU ARE WORKING AND GIVING A SERVICE, IN MY MIND, YOU HAVE AGREED THAT YOU WILL BE MORE RESPONSIVE. PEOPLE CAN KEEP THEIR POINTS OF VIEW AND THEIR BIASES. I JUST DON'T WANT TO HEAR ABOUT THEM.**

**>> THIS IS VALENTINE. I WANTED TO SUPPORT WHAT'S BEEN SAID, THE TERM WE USE IS CULTURAL HUMILITY RATHER THAN CULTURAL COMPETENCY. IT PUTS THE RESPONSIBILITY ON THE INDIVIDUAL, AND IN THIS CASE THE PROVIDER. IT'S ABOUT SELF REFLECTION, LOOKING AT OUR ON BIASES, AND LOOKING AND CONSTANTLY EXAMINING OUR BEHAVIOR TOWARD OTHERS. I THINK IT'S IMPORTANT TO RECOGNIZE.**

**>> THANK YOU, DR. VIA.**

**>> WELL, THIS IS BANK WORK. YOU THINK ABOUT ENGAGE IN THE WORK THAT WE ARE DOING, WE ARE TALKING ABOUT 50 PLUS. THAT'S THREE GENERATIONS THAT WE ARE LOOKING AT TRYING TO THINK ABOUT WHAT -- THREE GENERATIONS. I LOVE THIS WORK AND I'M GOING TO SHAPE THINGS FOR WHEN I NEED TO BE THERE, WHEN I NEED THE SERVICES. CULTURAL HUMILITY, BUT ALSO CULTURAL RELEVANCE CAN MEAN A LOT OF DIFFERENT THINGS IN DIFFERENT COMMUNITIES. RATHER THAN RESPONSIVE, IT'S RELEVANT TO YOUR LOCAL COMMUNITY. PIGGYBACKING ON VALENTINE'S COMMENTS, IT NEEDS TO HAPPEN AT A QUALITY PRACTICE LEVEL, STARTING AT WHO IS DESIGNING IT AND WHO IS DELIVERING THE SERVICES IN THERE. THE OTHER TWO THINGS THAT STAND OUT FOR ME ARE, WHAT ARE BIG ISSUES AROUND LTSS IS NAVIGATION. WE ARE SERVICE RICH IN MANY**

**PLACES, AND PEOPLE DO NOT KNOW HOW TO GET TO THOSE SERVICES, SO THE IDEA OF CARE NAVIGATORS, MEDICAL SETTING OR NONPROFIT OR LIBRARY, I DON'T KNOW, MANY DIFFERENT SETTINGS, THAT IS A BIG CHALLENGE FOR**

**PEOPLE. THE OTHER ONE, I THINK, IS PROBABLY THE BIGGEST CHALLENGE, WHETHER IT'S CULTURALLY RELEVANT OR NOT IS AFFORDABILITY. WHEN WE LOOK AT, WE CAN REFER SOMEONE TO A SOCIAL PROGRAM, PEOPLE WAIT AND WAIT UNTIL THEY HAVE NOT PAID FOR THIS. THEY DIDN'T ANTICIPATE THIS.**

**THE AFFORDABILITY PIECE IS A BIG ONE AROUND LTSS. MY LAST COMMENT IS AROUND -- WE ARE TRYING TO GRAPPLE WITH HOW WE TALK ABOUT DIFFERENT GROUPS, RACIAL AND ETHNIC MINORITIES, PEOPLE OF COLOR, WE WANT TO INCLUDE LGBTQ IMMIGRANTS. WHAT IF WE POSITIONED IT IN UNDER REPRESENTED GROUPS, AND SOMEWHERE QUANTIFY WHAT WE MEAN BY THAT. I KNOW IT SEEMS ODD. IT'S EVERYWHERE WE ARE SEEING. RACIAL AND ETHNIC DIVERSE COMMUNITIES INCLUDES EVERYONE. WE ARE ALL REPRESENTING A DIVERSE COMMUNITY. I DON'T KNOW, I KIND OF LIKE UNDER REPRESENTED COMMUNITIES. WE CAN STAKE A CLAIM AS TO WHAT WE MEAN BY THAT.**

**>> THANK YOU FOR ALL THE FEEDBACK. THIS IS A VERY BROAD TERMINOLOGY. MOSTLY, I THINK IT IS VERY IMPORTANT TO ESTABLISH THE LEADERSHIP AT THE VERY HIGH LEVEL BECAUSE WITHOUT THAT, IT IS HARD TO TRICKLE DOWN TO LOCAL OR TO THE DIFFERENT COMMUNITIES. I WANT TO POINT OUT THAT THE WORKFORCE INCLUDES NOT ONLY THE PAID OR FAMILY CAREGIVERS. WE HAVE A FORCE WE WANT TO RECOGNIZE. BECAUSE OF ALL OF THE VARIOUS PROGRAMS THAT WE HAVE, SKILLED NURSING, TRANSPORTATION, MEALS ON WHEELS. WE HAVE A VERY LARGE WORKFORCE THAT I WANT TO ACKNOWLEDGE. I COMMEND THE LTSS FOR COMING OVER WITH THIS ROBUST PLAN AND I GLAD WE ARE BROUGHT AT THIS TABLE TO SEE THOUSAND MAKE IT A BETTER PLAN. THANK YOU.**

**>> THANK YOU. IN THE HEALTH WORLD, WE OFTEN THINK ABOUT DISPARITY AND HOW TO THINK ABOUT THOSE IN TERMS OF MEASURES OF CARE. FOR EXAMPLE, IF I LOOK AT DIABETES CARE OR HYPERTENSION CARE, YOU BREAK THAT DOWN BY RACIALLY OR ETHNICALLY DIVERSE GROUPS AND HOW DO THOSE MEASURE ACROSS DIFFERENT POPULATIONS. I'M SURE IN THE LTSS AREA, THOSE ARE THINGS THAT YOU WANT TO LOOK AT. I KNOW WE HAVE QUALITY STUFF REFERRED TO IN THE PLAN. WHAT ARE YOU THINKING ABOUT HOW WE GET THAT KIND OF DATA JUST TO UNDERSTAND HOW DIFFERENT SUBGROUPS ARE DOING AND HOW YOU MIGHT JUDGE SOMETHING LIKE NURSING HOME DATABASE AND HOW THAT VARIES BY CERTAIN SUBGROUPS. ARE WE LOOKING AT THAT AND WHERE DOES THAT FALL WITH THE DATA AND OUTCOMES AS WE LOOK AT THE LTSS WORLD?**

**>> FIRST OF ALL, TREMENDOUS WORK, I COMMEND YOU AND YOUR GROUP AND EVERYTHING THAT YOU HAVE BEEN DOING.**

**>> NO, WILL YOU COMMENT ON THAT?**

**>> HOW DO YOU WANT US TO DO IT?**

**>> KIM MCCOY-WADE: YOU WANT TO HAVE US RESPOND TO THE METRICS QUESTION? DO YOU WANT TO TAKE IT OR HAVE CARRIE, DONNA OR DR. LINCOLN? CARRIE GRAHAM IS THE CONSULTANT WHO IS STAFFING BOTH THE LTSS AND RESEARCH SUBCOMMITTEE. IF ANYBODY KNOWS, IT IS CARRIE.**

**>> CARRIE GRAHAM: THE RESEARCH STAFF IS DEFINITELY LOOKING AT ISSUES OF EQUITY AND WE HAVE TRIED TO LIFT UP TO DIFFERENT GROUPS AND ACTIVELY TRIED TO CREATE A DASHBOARD, WE'VE BEEN TALKING ABOUT DATA SOURCES THAT YOU MAKE IT SO THAT THE ISSUES ARE NOT INVISIBLE AND HOW DO WE TRACK THE GROUPS, BY RACE, GENDER, SEXUAL ORIENTATION? AND THE OTHER THING THAT IS HAPPENING SOON IN TERMS OF THE CROSS POLLINATION EFFORT, AND WE'RE JUST READY TO GET INTO**

**THIS. THE RESEARCH SUBCOMMITTEE LEADERS ON LTSS, ARE GOING TO BE COMING TO TALK TO THE LTSS SUBCOMMITTEE ON MARCH 10TH TO TALK ABOUT DASHBOARD. AS WELL AS THE OTHER KIND OF GOAL OF THE RESEARCH SUBCOMMITTEE, WHICH IS THE DATA GAP ANALYSIS. AND IT IS KIND OF A RESEARCH AGENDA AND EVALUATION OF THE MASTER PLAN. SO I THINK THAT PERHAPS YOU KNOW, ANOTHER LEVERAGE DAY WHERE WE'LL DISCUSS ALL THE ISSUES.**

**>> KIM MCCOY-WADE: WE THINK THE RESEARCH SUBCOMMITTEE IS COMING TO EQUITY THE NEXT TIME YOU GUYS MEET. WE THINK SO. BUT THIS IS THAT CROSS-POLLINATION PIECE. RIGO?**

**>> RIGO SABORIO: MANY OF MY COMMENTS HAVE BEEN ADDRESSED. AND I DIDN'T WANT TO FOLLOW AND YOU TOUCHED A LITTLE BIT ON THIS. AND PERHAPS, YOU TALK ABOUT THE DOMAIN OF ACTIVE TO CARE, THIS IS IMPLIED. BUT I WANT TO MAKE SURE. ONE OF THE ISSUES THAT I KEEP RAISING, IT IS THIS EXACT CONVERSATION AS WELL WHEN WE HAVE HAD PLANS COME FROM THE DIFFERENT LOCATIONS THROUGHOUT CALIFORNIA. THESE ARE GREAT PROGRAMS, BUT DO DIVERSE COMMUNITIES, UNDER REPRESENTED COMMUNITIES, ARE THEY AWARE OF THOSE PROGRAMS? WE'RE ASKING THEM TO ACCESS, BUT ACCESS WHAT? IF YOU DON'T KNOW WHAT YOU NEED OR WHERE TO GO OR WHAT IS AVAILABLE. I THINK AS YOU DEVELOP THIS PLAN AND FORGIVE ME IF I DID NOT ADDRESS IT AND I LOOK FORWARD TO HEARING IF YOU HAVE. IF IT HASN'T, I THINK IT NEEDS TO BE. WHAT ARE YOU OUTREACHING? WE REACHED OUT AND WE HAVE -- WE CAN SEE THAT WE HAVE COMMUNITIES UNDER REPRESENTED COMMUNITIES WITHIN OUR SERVICES. HOW ABOUT THOSE THAT ARE NOT THERE? HOW ARE YOU REACHING THEM AND HOW ARE YOU MEASURING THAT CHANGE? AND HOW DO YOU KNOW THAT YOU HAVE DONE AN ASSESSMENT? I JUST WANTED TO --**

**>> KIM MCCOY-WADE: WE'LL TRY TO COME TO THE NEXT STEP ON WHAT THIS IS. LET'S COME BACK AROUND. CATHERINE?**

**>> CATHERINE BLAKEMORE: WE TALKED A LITTLE BIT ABOUT THE IMPACT OF THE IMMIGRATION CLIMATE EARLIER. I THINK BEFORE WE STARTED THIS PRESENTATION. AND I THINK THAT HAS A LOT TO DO WITH HOW WE MAY JUST THINK ABOUT ADDRESSING EQUITIES BY WAYS OF EXAMPLES. AND YOU HAVE DONE A GOOD JOB TALKING ABOUT PROVIDING ACCESS TO MEDI-CAL, PEOPLE WHOSE IMMIGRATION STATUS WOULD OTHERWISE NOT MAKE THEM ELIGIBLE. AND I THINK US THINKING THROUGH HOW MIGHT THAT APPLY TO OTHER LTSS SERVICES TO BE SURE THAT A COMMUNITY HAS ACCESS TO SOMETHING THAT THEY MIGHT OTHERWISE BE DENIED IN, IS AN IMPORTANT THING THAT I DON'T THINK -- I THINK IS NOT THOUGHT THROUGH AND WE MIGHT WANT TO LOOK AT THAT AS ONE EXAMPLE OF SOMETHING THAT COULD BE ENHANCED.**

**>> KIARA HARRIS: ONE IS A COMMENT AND ONE IS A QUESTION. WHEN YOU ARE TALKING ABOUT LANGUAGE WHETHER IT IS RACIAL AND ETHNIC COMMUNITIES OR UNDER REPRESENTED COMMUNITIES. SOMETHING WE CAN ALL AGREE THEY ARE MINORITY GROUPS. IT IS A MISNOMER AT THIS POINT. THE OTHER TOPIC, TO TALK ABOUT EQUITY, DO WE HAVE THE UNDER REPRESENTED GROUPS DEFINED THAT WE ARE GOING TO TRY AND CREATE FOR? BY DEFINED, WHICH POPULATIONS WE'RE TALKING ABOUT IN THE REPORT, IN THE FINAL MASTER PLAN, WILL THEY BE OUTLINED WHICH POPULATIONS IN SPECIFIC THAT YOU ARE TRYING TO CREATE THIS FOR.**

**>> KIM MCCOY-WADE: THE MINORITY, WE'RE ALL HEARD THAT. THE SECOND PIECE, YES AND NO. THIS IS THE LANGUAGE, THE ITERATIVE PROCESS THAT WAS THE HEALTH AND EQUITY, AGE, DISABILITY, GEOGRAPHY, INCOME, RACE, ETHNICITY, RELIGION/FAITH, SEXUAL ORIENTATION AND FAMILY DATA. THAT IS THE CURRENT WORKING. LET'S SEE, I JUST WANT TO ACKNOWLEDGE THAT THE CAPTIONER NEEDS A BREAK. ARE WE GOING TO GIVE HER A BREAK? I'M GOING TO SOMEHOW WE'RE GOING TO HAVE THESE COMMENTS THEN THE CAPTIONERS WILL COME BACK. THERE ARE PEOPLE ON THE PHONE WHO NEED ACCESS, WE WILL ADDRESS THAT ON THE FLY. I'M**

**TRYING TO FIGURE OUT HOW TO HEAR THE COMMENTS. MAYBE I WILL TRY TO PUT THE STEPS IN 10 MINUTES AND SHARE THAT OUT SINCE WE ARE FULLY ACCESSIBLE. MARCY?**

**>> MARCY ADELMAN: EARLIER IT SHOWED THESE WONDERFUL GRAPHS ON DEMOGRAPHICS, WHICH INCLUDED THE UNDERSERVED COMMUNITIES OF PRIMARILY RACIAL DIVERSITY. AND THE LGBTQ COMMUNITY WAS NOT REPRESENTED. SO THERE IS AN URGENCY. AND THAT IS THE COLLECTION OF DATA AT THE STATE LEVEL, WE CANNOT CREATE GOOD POLICY AND PROGRAMS WITHOUT GOOD DATA. AND I KNOW THAT I THINK IT IS SEVERAL THE DEPARTMENTS AT THE STATE LEVEL ARE SUPPOSED TO BE IN THE PROCESS OF COLLECTING DATA AND I HAVEN'T SEEN ANYTHING YET. I KNOW IT HAS BEEN A COUPLE YEARS AND MAYBE WE CAN SPEED THAT PROCESS ALONG.**

**>> BETSY BUTLER: I WANT TO UNDERSCORE WHAT RIGO WAS SAYING, IT IS SOMETHING THAT IS A MAJOR CONCERN OF MINE WHEN MY FATHER WAS DIAGNOSED WITH ALZHEIMER'S. THEY HAD NO IDEA WHAT SERVICES WERE OFFERED. THEY HAD ACCESS, BUT YOU HAVE TO GO ONE PLACE AND FIGURE OUT WHAT YOU HAVE, IT IS A HORRIBLE LEARNING PROCESS. SECONDARY TO THAT WHEN WE TALK ABOUT FAMILIES AND FAMILIES OF CHOICE, I WANT TO POINT OUT THAT PEOPLE WHO HAVE NOTHING, HAVE NO ONE, WHO ARE TRULY SO ISOLATED, WHO ARE SO FEARFUL, HOW DO WE GET TO THEM? AND I THINK A LOT ABOUT THE BEDROOM POPULATIONS BECAUSE THEY DON'T WANT TO GO OUT FOR BENEFITS OR TALK ABOUT IT. ANYWAY, THE PEOPLE WHO REALLY ARE TRULY ALONE, HOW DO YOU COMMUNICATE WITH THEM? AND I FEEL SELFISH, CONSIDERING I HAVE NO FAMILY AND KIDS SO IT IS ALL GOING TO BE MY FRIENDS. WE GET SO MANY CALLS ABOUT THIS. AND PEOPLE HAVE NO IDEA WHERE TO GO. AT THAT POINT THEY ARE SO DESPERATE, IT HAS GONE TOO FAR. I WANT TO PUT THAT IN THE DETAIL.**

**>> JUST TO SHARE. I THE DISCUSSION ABOUT CULTURAL AND -- AND I THINK THAT YOU KNOW, IT IS REALLY LIKE TWO THINGS. THE SOCIAL**

**ASPECT THAT HAS TO DO WITH CHANGE AND PRIVILEGE AND IDENTIFYING THE BARRIERS, NAMELY -- THAT COVERS A LOT OF FEELING AND EMOTIONAL STUFF. AND CULTURAL DEVELOPMENT. AND CULTURALLY SENSITIVE TO RECOGNIZE WHAT IS UNIQUE. AND THAT IS THE ACCESS, WHY IT IS SO IMPORTANT TO DO THIS SO WE CAN SEE THE DIGNITY IN THE PEOPLE AND NOT THE POOR PEOPLE THAT HAVE NOT. WE SEE THAT INSTEAD. IN TERMS OF THE COMMUNITY, HOW TO CREATE ALTERNATIVES, ALSO. THAT IS ONE THING.**

**I REALLY APPRECIATE THE CONVERSATION AROUND THE COMMUNITIES. AND I LIKE THE -- I'M ALSO INTERESTED IN LANGUAGE. BUT WHAT ARE THE VOICES IN THE ROOM AND HOW CAN THE PERSPECTIVE AND THE INTEGRITY OF THE PERSON, THE JOURNEY, VOICES. BECAUSE SOMETIMES WE DON'T HAVE PROGRAMS. SO HOW TO ACCESS THE VOICES. AND APPRECIATE THAT FOR SOME CULTURES, I WOULD LOVE TO SEE THE WORK, COMING OUT OF THAT SIDE FOR MYSELF. AND I LIKE TO THINK ABOUT THE CIRCLE OF CARE. SO NOT JUST THE -- WHOLE THING ON THE SHOULDER OF THE CLOSEST RELATIVE. THE COMMUNITY APPROACH, THAT IS INTERRELATIONAL. AND THE LAST COMMENT, WHEN YOU WERE TALKING ABOUT WORKFORCE, THAT IS A TERM THAT I DON'T KNOW MUCH ABOUT. AND CARING HAS A QUALITY BECAUSE YOU KNOW, HELP IS TAKEN FOR GRANTED. YOU JUST SHOW UP TO DO THE WORK THAT YOU GET PAID FOR. THANK YOU.**

**>> KIM MCCOY-WADE: THANK YOU.**

**>> I WANT TO ECHO THAT AND ALSO WE ARE TALKING A LOT ABOUT UNDERSERVED COMMUNITIES, BUT WE SHOULD BE TALKING ABOUT INAPPROPRIATELY SERVED COMMUNITIES. WHERE PEOPLE WHO HAVE, FIRST OF ALL KNOW THAT THEY HAVE ACCESS TO SERVICES, RECEIVE THE SERVICE AND ACTUALLY GET HARMED BY THE SERVICE BECAUSE IT WAS NOT CULTURALLY OR LINGUISTICALLY APPROPRIATE. AND THEN THAT ALSO CREATES THE TRAUMA AND THE PERSON JUST NEVER WANTS TO RETURN FOR FOLLOW UP. I THINK ONE OF THE OPPORTUNITIES TO BUILD THAT TRUST**

**AND REBUILD THE RELATIONSHIPS IS REALLY UTILIZING COMMUNITY HEALTH WORKERS. I KNOW ONE OF THE BULLET POINTS ON THE SLIDE, AND KIND OF LIKE TRYING TO REBUILD THAT TRUST IN THAT THE SERVICES ARE DESIGNED TO PROVIDE THAT ASSISTANCE. AND IF THERE HAVE BEEN TRAUMAS, INTERFACE WITH THAT SYSTEM, USING COMMUNITY HEALTH WORKERS TO HELP MITIGATE THAT, THAT IS REALLY HELPFUL, TOO.**

**>> KIM MCCOY-WADE: OKAY. I'M SO GRATEFUL. THIS IS EXACTLY THE CONVERSATION WE WANTED TO HAVE EVEN THOUGH MY MIND IS ROLLING ABOUT PROCESS. THIS IS THE CONTEXT AND DISCUSSION AND THE CHALLENGE AND WE NEED IT. WHAT IS GOING TO HAPPEN NEXT IS THAT THERE ARE DIFFERENT PEOPLE CHARGED WITH BRINGING THIS BACK TO THE LTSS SUBCOMMITTEE, WHICH IS MEETING WEDNESDAY TO TAKE THE NEXT STEP. SOME OF THOSE PEOPLE ARE SUSAN, SARAH AND LYDIA ON THE PHONE WHO ARE HERE FROM LTSS SUBCOMMITTEE. CATHERINE AND DONNA ARE ON BOTH HERE AND LTSS. CARRIE IS THE STAFF OF LTSS, CARMEN IS THE STAFF. THOSE SIX PEOPLE ARE GOING TO FIGURE OUT HOW THIS CONVERSATION GETS TAKEN BACK. I THINK WE'VE ALL BEEN TAKING NOTES AND WE CAN THINK ABOUT WHO IS WRITING IT UP AND I FEEL LIKE A DOCUMENT IS NEEDED. JUST TO SUMMARIZE SO MUCH. BUT THIS NEEDS TO BE AGENIZED REPORTED BACK. WE NEVER MISS A CHANCE TO ASK SOMEONE TO HELP. IF I DID NOT CALL YOUR NAME AND YOU FEEL LIKE YOU HAVE THE NEXT COUPLE DAYS, TIME TO HELP US CAPTURE OR REVIEW IT, TO MAKE SURE THAT WE GOT IT RIGHT, WE WOULD WELCOME THAT HELP. AND YOU DON'T HAVE TO ARE LETTERS AFTER YOUR NAME. LTSS OR OTHERWISE TO PROVIDE US THAT HELP. SO THOSE ARE PEOPLE WHO ALREADY HAVE THAT RESPONSIBILITY AND WE WELCOME OTHERS WHO CAN HELP US WITH THE FIRST PRACTICE OF TAKING IT BACK AND REPORTING. AND KEVIN.**

**>> KEVIN PRINDIVILLE: I WILL READ THROUGH THIS QUICKLY. AND WITHOUT A LOT OF INFORMATION FOR YOU ALL. I WANT TO DISCLOSE THE OPPORTUNITIES, TO PUT SOMETHING BACK OUT TO THE WORK GROUP HERE WITH OPPORTUNITY TO PROVIDE IN WRITING, FURTHER REACTION BASED ON**

-- WE CAN DO IMPROVEMENT OF THE QUESTIONS THAT WE'RE FORMING INTO THE TOOL AND ASK YOU TO REACT TO THAT. AND GETTING -- SOME OF YOU WERE ABLE TO SAY HERE ARE SOME OF THE MAIN ISSUES WE SEE IN OUR COMMUNITY. MAYBE THAT OPPORTUNITY TO PROVIDE WRITTEN FEEDBACK.

>> KIM MCCOY-WADE: THIS IS ANOTHER PIECE OF THE PROCESS. THERE IS ONE PAID BACK WHICH IS MAKING SURE SOME PART OF THIS MEET SG REPORTED BACK ON WEDNESDAY. BUT THEY ALSO ARE GOING TO SHARE THE NEXT DRAFT WITH EVERYBODY LET'S SAY TUESDAY. AND THEY ARE GOING TO LET US HAVE UNTIL FRIDAY TO COMMENT ON THAT? LET'S SAY FRIDAY. SO ALL OF US WILL HAVE FROM TUESDAY TO SOMETHING, A QUICK TURN TO SEE THE DOCUMENT. AND THEN WE WILL INCLUDE THE EQUITY WORK GROUP IN THIS DISTRIBUTION AND THAT CLARITY AROUND TIMELINE. AND WHO DO YOU E-MAIL WITH THAT. THE QUESTION FOR KEVIN AND RIGO, DO YOU WANT TO FUNNEL EQUITY GROUP COMMENTS, WE JUST GOT THE DRAFT FROM LTSS, THEY ARE TALKING ABOUT IT TOMORROW. SEND FEEDBACK TO US? DO YOU WANT TO HAVE THAT FOR NEXT WEEK? SO WE CAN THINK ABOUT THAT.

>> IT IS THE QUESTION OF BAND WIDTH. BUT I THINK IDEALLY IT SHOULD GO THROUGH THIS COMMITTEE. BECAUSE WHAT WE'LL FIND IS LOTS OF INPUT, BUT COMMON THEMES. SO I THINK IT WOULD BE OUR JOB TO IDENTIFY THOSE COMMON THEMES AND CONSOLIDATE THAT SO WE CAN GIVE THAT REPORT.

>> KIM MCCOY-WADE: LET'S THINK ABOUT HOW MUCH CARMEN AND CARRIE AND I CAN HELP. WE ARE TRYING TO EMPOWER THE STAKEHOLDERS. THOSE ARE AT LEAST THE TWO FEEDBACK LOOPS. THE DRAFT COMES OUT, A PROCESS, THEY ARE CONSULTING TO GET FEEDBACK, BACK TO THE COMMITTEE. I'M GOING INFORM KEEP THROWING THINGS AT YOU. I DON'T WANT TO HAVE PUBLIC COMMENT TIME. AND I WILL MAKE A PROPOSAL, PEOPLE CAN TEAR IT UP.

**WHAT I'D LIKE TO DO IS THIS; THIS SLIDE IS LOOKING AHEAD. AND JUST TO BE CLEAR, CARMEN AND I WILL PUT OUR HEADS TOGETHER AND RIGO AND KEVIN AND CARMELITA AND SUMMARIZE THIS FOR YOU. HERE IS A QUICK NEXT STEP. THERE IS A PRACTICE VERSION OF THE LTSS FEEDBACK. THE OTHER THING I WANT TO TALK ABOUT IS HOW YOU GUYS REPORT BACK TO THE STAFF BY MARCH SECOND. GIVE THEM AN EQUITY WORK GROUP REPORT. IF WE MET, HERE'S WHAT WE DID. WE PRACTICED WITH LTSS. HERE IS WHAT WE LEARNED THAT WE WILL DO DIFFERENT NEXT TIME.**

**IN MARCH, WE'D LOVE TO BRING YOU THE DATA DASHBOARD TEMPLATE. LOOKING AT PERSON-OBJECTIVE, KEY DRIVERS, BROKEN DOWN BY DEMOGRAPHIC. WE WOULD LIKE TO HAVE A SUBCOMMITTEE AND ENGAGEMENT CONVERSATION. WHICH IS RIGHT AROUND THE CORNER. AND HOLD UNTIL MAY, THE OTHER 3 CONTENT AREAS SO THAT WE HAVE REPORTS TO GIVE IN MAY. THE STAFF YOU MIGHT HAVE NOTICED HAS ALREADY DECIDED WE HAVE TO MEET TWICE IN MAY. THIS IS TOO MUCH COMING AT US AND THEY ALREADY ASKED TO DOUBLE THE DAYS. AND THEN ONE MORE TIME THIS SUMMER. APRIL WE CAN SAY, LET'S JUST DO ONE WHOLE DAY AND POWER THROUGH OR MEET THE FIRST WEEK OF MAY. I THINK WE'RE OPEN, BUT MAYBE WE CAN GET A COUPLE MINUTES OF FEEDBACK ON IS IT BETTER TO MEET FOR A HALF DAY EVERY MONTH AND GET INTO CADENCE OR LET MORE WORK DEVELOP? UNLESS YOU ALL HAVE STRONG FEELINGS? NOBODY SEEMS TO HAVE A STRONG FEELING.**

**>> I HAVE A QUESTION, SO I HEARD YOU MENTION THE MAY REVISE. ONE OF THE QUESTIONS IS, IS ANYTHING THAT WE'RE TALKING ABOUT GOING TO SHOW UP IN THE MAY REVISE?**

**>> KIM MCCOY-WADE: THAT IS THE QUESTION.**

**>> IF THERE IS ANY POSSIBILITY OF THAT, BUT I KNOW THE REVISE IS ALMOST FINISHED, I WOULD RATHER SEE US MEET AGAIN IN APRIL.**

**>> KIM MCCOY-WADE: MY TRANSLATION OF THE EXECUTIVE ORDER WITH THE ONLY THING DUE IN MARCH IS LTSS, IS THAT LTSS IS MOST RIPE FOR -- THAT IS WHY I THINK THE MARCH SECOND, WHAT IS THE LTSS PRIORITY. THERE ARE NOT MANY OTHER THINGS THAT ARE URGENT. SOONER IS BETTER, BUT WE ARE REALLY IN IT FOR THE LONG HAUL, THE TEN YEAR PLAN, TOO.**

**IF YOU HAVE ANY REACTIONS, OTHERWISE WE WILL COME BACK WITH A PROPOSAL. IF YOU MORE OF GLASS IS HALF FULL --**

**>> HOW DID THIS FEEL TODAY? TO ME THIS ENDED UP FEELING A LITTLE BIT SHORT. DO YOU THINK WE NEED A LONGER TIME TOGETHER BECAUSE IT TAKES A LITTLE WHILE TO GET INTO THE SPACE?**

**>> MAYBE SPEND A LITTLE BIT MORE TIME TOGETHER AND I WOULD LOVE TO HAVE MORE TO RESPOND TO AND DIGEST.**

**>> I WOULD PREFER A LONGER TIME TOGETHER. IT FEELS LIKE TODAY IS SORT OF LIKE CATCH UP. ONCE WE HAVE A LITTLE LONGER TIME, WE CAN DIG DOWN DEEPER AND MAYBE GET AHEAD OF THIS. MAYBE.**

**>> I'M ASSUMING THAT WE -- BECAUSE OF THE CHANGES THAT NEED TO BE MADE IN THE LTSS DOCUMENT, HAVING IT TO LOOK AT IT, MANY OF US HAVE SEEN PORTIONS OR ALL OF IT., WE ASSUMING THAT WE WILL HAVE DOCUMENTS IN ADVANCE?**

**>> KIM MCCOY-WADE: GREAT QUESTION, RITA. I WAS ASKING FOR THE MARCH, WE'RE GOING TO AFFIRM THAT THE RESEARCH COMMITTEE COULD BRING A DATA DASHBOARD TEMPLATE TO THIS GROUP TO LOOK AT. THEY CAN LOOK AT THE ACTUAL TEMPLATE TOOL OF THE REAVE SUBCOMMITTEE, AND THE LET'S GET HEALTHY DASHBOARD, WHICH WE THINK IS THE MODEL FOR THE DESIGN. THE QUESTION WAS, WE'D LIKE TO SEE THINGS IN ADVANCE AND HAVE THE MATERIALS READY FOR REVIEW BEFORE WE MEET**

**AGAIN. WE WANT TO MAKE SURE THE MARCH MEETING IS SCHEDULED WHEN THERE IS ENOUGH FEEDBACK TO REVIEW. AND WE HAVE TO GET THAT, THE FIRST CALL ON THAT IS NEXT WEEK. AND THAT WILL BE READY IN MARCH. THE THING THAT IS TRENDING FOR ME, JENNIFER, SO THE LATER IN APRIL, THE EARLIER IN MAY WE MAKE THAT ONE, THE MORE ROBUST THAT WILL BE. LOOK K AT MARTY. YOU WILL HAVE HEALTH AND RECOMMENDATIONS, TWO MONTHS FROM NOW, THERE WILL BE QUESTION THERE IS.**

**>> NOT 40 PAGES.**

**>> KIM MCCOY-WADE: I THINK NINA CAN SAY THAT BY LATE APRIL, SHE WILL HAVE LIVABLE COMMUNITIES AND PURPOSE. AND KEVIN, YOU ALREADY HAVE ECONOMIC SECURITY. AS SOON AS THEY ARE READY, WE'RE READY. THAT IS THE QUESTION ON THAT ONE, IS HOW LATE DO WE PUSH IT TO BE LATE ENOUGH THAT THEY HAVE SOMETHING FOR YOU TO REACT TO, BUT NOT SO LATE THAT IT IS DONE.**

**>> I DON'T THINK WE HAVE TO WORRY ABOUT THE LATTER. I THINK THAT IS JUST A COMMITMENT WE SHOULD MAKE, THE SCHEDULE WE PLAN SHOULD BE THAT THERE ARE SUBSTANTIVE THINGS TO REACT TO.**

**>> KIM MCCOY-WADE: OKAY, SO IT IS SOUNDING LIKE A LONGER MEETING IN MARCH TO DO DATA, RESEARCH.**

**>> AND THE DATA DASHBOARD UNTIL MAY?**

**>> KIM MCCOY-WADE: IT IS THE TEMPLATE. EACH ARE HAVING FOUR RESEARCH SUBCOMMITTEE MEETINGS. AND LOOKING AT THE TEMPLATE.**

**WE WILL WORK ON A MARCH AGENDA, NOW SAY LATE MORE BECAUSE IT IS ALREADY A MONTH OUT FROM MID-MARCH. WE NEED TO GIVE YOU TIME TO BLOCK DAYS. LATE APRIL?**

**>> IN ADDITION TO THAT, I'M GOING TO ADD A LITTLE COMPLEXITY. IN TERMS OF WHY WE'RE GOING TO MEET, THE PURPOSE, I THINK WE SHOULD USE IT TO COME BACK TO THE NEXT SESSION WITH A REPORT BACK FROM LTSS. WE WANT TO SEE HOW THE INPUT FROM YOU IS INTEGRATED IN THE REPORT. I THINK WE NEED TO ADD THAT TO OUR CONVERSATION.**

**>> KIM MCCOY-WADE: OKAY.**

**>> AND THE DISCUSSION FOR THE JUNE 17TH EVENT IS ALSO PLANNED FOR THIS?**

**>> KIM MCCOY-WADE: I'D LIKE TO GET YOUR INPUT RIGHT AS WE START THAT ONE. THAT IS THE OTHER THING WE CAN DO, WE CAN HAVE A WEBINAR CONVERSATION ABOUT JUST THAT, AND VERY SOON. AND THEN SAVE THE LTSS AND RESEARCH FOR LATER INTO MARCH. OR WE CAN JUST BRING IT HERE FOR A WEEK IN APRIL.**

**THE GOALS ARE, YOU WANT TO HAVE REAL THINGS TO RESPOND TO AND YOU WANT TO HAVE ENOUGH TIME TO COME UP HERE. AND SEE WHAT YOU DID BEFORE. THESE ARE THINGS WE CAN USE TO DRILL DOWN AND GET THE DATES, AGENDAS AND TIMES BLOCKED. UNLESS YOU HAVE A SOLUTION?**

**>> I HAVE A QUICK QUESTION, JUNE 17TH, DID YOU PICK THAT?**

**(LS)**

**>> DO YOU WANT TO FOCUS ON THAT AT THE MEETING, AT THE BUDGET, ON WHAT'S HAPPENING, OR IS THERE GOING TO BE MUCH IN IT? THE BUDGET?**

**IS IT GOING TO AFFECT -- IS THERE GOOD STUFF IN IT THAT SOMEHOW WOULD IMPACT THE WORK WE ARE DOING NOW, OR ANOTHER YEAR AWAY?**

**>> WE ARE GOING TO HAVE MAY, RIGHT? THE QUESTION FOR ME, IF WE WERE ALIGNED ON THIS, DO WE WANT TO SEE WHAT HAPPENS IF THERE IS ANYTHING HAVING TO DO WITH MPA IN THE BUDGET?**

**>> WHAT IS THE GOVERNOR MOVING ON NOW? IF IT'S ABOUT LTSS.**

**>> THERE HAS NOT BEEN A LOT OF COORDINATION BETWEEN MPA AND THE CURRENT LEGISLATIVE BUDGET CYCLE. THERE IS SO MUCH THAT THEY ARE WRAPPING THEIR ARMS AROUND. I'M SURE YOU ARE LOOKING AT THE DATE STRATEGICALLY RELATED TO THE BUDGET CYCLE, BUT RATHER STRATEGIC OF THE CALENDAR. THERE MIGHT BE STUFF THAT WON'T BE THAT STRATEGIC.**

**>> BEST CASE SCENARIO, SOMETHING TO CELEBRATE.**

**>> A YEAR EARLY.**

**>> WE CAN'T WAIT, SAYS FREDA.**

**>> NOT LOOKING AT HOW IT IMPACTS THE WORK WE DO HERE, BUT THE ASSOCIATION. WE'LL BE BUSY.**

**>> YEAH.**

**>> OKAY. I WANT TO GIVE A CHANCE FOR PUBLIC COMMENT FROM PEOPLE IN THE ROOM AND ON THE PHONE. ANYONE ON THE PHONE HAVE YOUR HAND UP? YOU CAN ASK THEM? ANYONE IN THE ROOM LIKE TO MAKE A COMMENT ON ANY AND ALL QUESTIONS?**

**>> DO WE HAVE A LOT OF PEOPLE ON THE WEBINAR?**

**>> WE HAVE ABOUT 25 PEOPLE ON THE WEBINAR.**

**>> GOOD.**

**>> OKAY. GOOD TURNOUT. SHOULD WE TAKE A CRACK AT -- GO AHEAD --**

**>> THIS IS FROM BILL.**

**>> OKAY, BILL, YOU'RE UN-MUTED, SOUNDS LIKE.**

**>> BILL: THANK YOU. I WANTED TO SAY, THANK YOU, EVERYBODY THERE, FOR PUTTING TOGETHER THE LONG HARD CONVERSATION TO DO EQUITY. I'M THANKING YOU FOR ALL OF YOUR EFFORTS IN ADVANCE.**

**>> THANK YOU. BILL -- I RECOGNIZE FROM A FREQUENT PARTICIPANT. THANK YOU FOR BEING SO ACTIVELY ENGAGED. OKAY.**

**>> I WAS GOING TO SAY, WE CAN REFER -- LET PEOPLE KNOW WE HAVE ADDITIONAL HANDOUTS ON THE WEBSITE THAT HAS TO DO WITH EQUITY TOOLS AND RICO AND KEVIN REFERRED TO THEM EARLIER. IT'S ASKING EQUITY QUESTIONS, TRYING TO CREATE A TOOL TO USE TO APPLY TO ALL THINGS MASTER PLAN FOR AGING. WE ARE KEEPING THAT IN MIND WHILE ASKING QUESTIONS. IT SOUNDS LIKE A FUNNEL WHERE WE ARE TAKING ALL OF THE QUESTIONS AND TRANSLATING INTO A POOL.**

**>> THAT'S ANOTHER STEP IN THE PROCESS.**

**>> THIS IS ANOTHER STEP IN THE PROCESS, YES.**

**>> LISTEN UP. I'M DOING MY SUMMARY NOW WITH THE NEXT STEPS WE ARE TAKING. ALL OF THE MATERIALS THAT WERE SHARED WILL BE POSTED. EVERYTHING IS GOING TO BE POSTED PER USUAL. HOPEFULLY, YOU CAN FIND IT THROUGH THE ENGAGE WEBSITE. THE EQUITY WORK GROUP IS UP, PAGES NUMBERED ETC. CARMEN IS REVISING THE PURPOSE STATEMENT. THE FIVE OF US ARE THE PLANNING CREW FOR THESE. WE HAVE PREPLANNING CALLS AND POST PLANNING TO WORK ON THE TOOL A FAIR AMOUNT. WE HAVE A LOT OF GREAT FEEDBACK ON THE TOOL. I WOULD ASK IF YOU HAVE RESOURCES. SHARE THAT, AND WE'LL SHARE IT IN THE FOLLOW UP E-MAIL. WE ARE HAPPY TO DO THAT. WE ARE GOING TO WORK ON A MARCH, APRIL AND JUNE MEETING AGENDA AND SCHEDULING AND LENGTH AND LOCATION. WE WOULD LOVE FEEDBACK ON THE LOCATION. IT'S ALWAYS HERE, AND WE HAVE PARKING. YOU ARE EXPERIENCING CHALLENGES WITH IT, AV AND WIRELESS.**

**THERE ARE PROS AND CONS OF THE ROOM, SO WE ARE OPEN TO FEEDBACK ON THAT. WE WILL GO BACK TO THE ISSUES RAISED HERE ABOUT RESOURCES NEEDED. WE CAN TAKE THAT BACK. WE'LL FINISH OUR SELECTION, ROUND TWO. WE NEED TO FINISH THAT AND BRING NEW MEMBERS TO THE TABLE. WE'LL WORK ON FEEDBACK FOR MEETING WEDNESDAY AND TUESDAY, PROCESS THROUGH YOU ALL, WE'LL FIGURE OUT WHAT'S POSSIBLE. I ALSO WANT YOU ALL TO -- I'M THINKING ALSO ABOUT OTHER WEBINARS AND THINGS. THINK ABOUT WHAT ELSE. WE COVERED A LOT. WE DIDN'T DO EVERYTHING WE WANTED TO DO. THERE IS A LOT TO DO. THERE IS SO MUCH**

**OPPORTUNITY BE IN WHAT WE ARE DOING. WHAT ELSE IS ON NEXT STEPS. YOU HEAR FROM CARMEN WITH THE NEXT STEPS. THEY'LL BE IN PROGRESS. SHE'S YOUR MAIN POINT OF CONTENT.**

**>> WEDNESDAYS, WE ARE COVERING TWO, THREE AND FOUR, NOT TALKED ABOUT TODAY. TSA, EMERGENCY PREPAREDNESS DISASTER, FEATURING SONOMA COUNTY AND OTHER INDEPENDENT LIVING CENTERS, ISOLATION AND INCLUSION. EQUITY GOING INTO ALL OF THOSE.**

**>> GREAT IDEA.**

**>> STEP TWO.**

**>> I WOULD SAY, COME TO THE RESEARCH MEETINGS. COME AS OUR GUEST.**

**>> THE RESEARCH MEETINGS, THEY ARE CALENDARED PUBLICLY ON THE WEB PAGE. THE SHOW IS ON THE ROAD. THEY WENT TO UC BERKELEY. IN FEBRUARY, WE ARE GOING TO STANFORD. LAURA IS ON THE SUBCOMMITTEE. MARCH, WEST HEALTH, SPENDING THE MORNING TOURING GERIATRIC'S G.R.**

**>> ARE YOU HOSTING?**

**>> DONNA'S HOSTING.**

**>> WE WOULD LOVE LOTS OF PEOPLE THERE. I DON'T KNOW WHERE WE'LL BE IN MAY. I WON'T EVEN TRY. KEVIN?**

**>> KEVIN: I WOULD SAY, THERE ARE SO MANY MEETINGS, I THINK. ON THE EQUITY ISSUES IN PARTICULAR, DON'T WAIT FOR THE RIGHT OPPORTUNITY OR THE RIGHT QUESTION TO BE POSED TO BRING THE IDEA. WE ARE WORKING TO DO THAT. AS OUR CONVERSATION TODAY, ANY IDEAS LOCKED IN, I'M WORRIED ABOUT BLIND SPOTS WE HAVE IN THIS CASE. THE QUESTION MIGHT NOT GET FRAMED PROPERLY. PLEASE DON'T WAIT FOR THAT. SPEAK OUT, EVEN IF IT FEELS OUT OF TURN, TO CDAO RICO OR OTHERS, THAT WILL GIVE US EXPERIENCE.**

**>> IT'S THIS WEBINAR, THIS COMMITTEE. WE CAN GIVE YOU THE DIRECT PATH ON THAT ISSUE. WE TRY TO BE TRANSPARENT. WE HAVE SO MUCH GOING ON, IT'S OVERWHELMING.**

**>> SINCE WE TALK ABOUT WORKFORCE, BERKELEY AND STANFORD AND USB AND U.S. DAVIS, THEY HAVE A PROGRAM, A LAB THAT TRAINS A FUTURE WORKFORCE HOW TO TAKE CARE OF SENIORS, AN ESSENTIAL COMPONENT.**

>> WE MIGHT ASK HER TO HOST FOR THE NEXT ONE. THEY ARE HOSTING THE ONE YEAR ANNIVERSARY OF THE WORKFORCE COMMISSION. THEY ARE GREAT. ARE THERE ANY OTHER OPERATIONAL NEXT STEPS TO CAPTURE? SOMETHING YOU WANT TO BE SURE HAPPENS? YES?

>> ASA IS IN MARCH. YOU MENTIONED LATE MARCH.

>> WE ARE ALL GOING.

>> AMERICAN SOCIETY ON AGING.

>> WE ARE MEETING THERE, IN ATLANTA. THANK YOU FOR THE REMINDER. WHAT WOULD BE THE NEXT STEP FOR TUITION IDENTIFIED AS URGENT IN CULTURAL COMPETENCY, THE OTHER MOVING FORWARD, SEXUAL ORIENTATION AND DATA COLLECTION.

>> I THINK THE COMMITTEE HEARD IT AND WE'LL TAKE IT BACK TO THE LTSS COMMITTEE FOR REPORTS. WE NEED TO DOCUMENT WHAT GOES TO LTSS AS REPORTS. THEY'LL HAVE THEIR DRAFT ON TUESDAY. THIS IS THE SQUISHY PART. WE HEAR IT TODAY, GET IT IN OVER THE WEEKEND, OR DRAFT TUESDAY, GET IN BY FRIDAY?

>> A LOT OF THE WORK WE ARE DOING HERE IS AROUND INFORMING REPORTS AND PLANS. SPIN OFF OF THE WORK HERE CAN BE ADEQUACY THAT HAPPENS THROUGH VENUES THAT HAPPEN MORE QUICKLY. TO THE EXTENT WE ARE IDENTIFYING THOSE THINGS, THE WORK THAT KIM IS LEADING US THROUGH HERE IS CDA, WE CAN BE PARTNERED THROUGH ITEMS IN THE CURRENT CYCLE OR BUDGET CYCLE OR CURRENT OPPORTUNITIES. THOSE IDEAS ARE ON THE TABLE. WE NEED THEM TO BE ON A DIFFERENT TRACK TO MOVE THEM.

>> YOU ARE JUMPING UP AND DOWN.

>> I WANT TO GO BACK ON SOMETHING.

>> I WANTED TO SAY SOMETHING ABOUT MANDATING OR REGULATING OF TRAINING. I THINK IT SHOULD BE ACCOMPANIED BY TRANSCENDENTS. I WAS GETTING A LITTLE IRRITATED ABOUT PEOPLE CHOOSING TO DO THIS OR THAT. INCENTIVES PEOPLE ARE PAYING TO DO THE WORK, PART OF THE CLAIM PROCESS. IF YOU CAN'T CLAIM IT, SOME SORT OF THING. THE GETTING IN THE MASTER PLAN PROCESS AND IS THERE SOMETHING CDA AS A PROGRAM LEADER CAN DO RIGHT NOW.

**>> DO YOU HAVE TIME TO DO ANYTHING? WE CAN HOST A WEBINAR. SERIOUSLY, YES.**

**>> IT'S IMPORTANT, AND WE NEED HELP TO KNOW WHAT IT IS. YOU CAN ASK US TO DO A STRAIGHT UP CDA. ONE OF THE RECOMMENDATIONS, GAP OF STATE TO LEGISLATION THAT WOULD TRICKLE DOWN TO LOCAL AND PRIVATE ENTITIES. WITHOUT INCENTIVE, WHY? RIGHT? THEY ARE RECRUITING STUDENTS AND WANT TO TRAIN 10,000 ALLIES BY 2024. MAYBE A WEBINAR, OR HAVING CONVERSATIONS WITH THEM MIGHT BE FRUITFUL.**

**>> JUST TO ECHO THE COMMENTS ABOUT THE TRAINING AND IMPORTANCE OF THAT, I WOULD LOOK CLOSELY AT THE QUALITY OF THE TRAINING AND THAT WE WOULDN'T NEED ADEQUACY FOR IN-PERSON TRAINING. THERE IS A LOT OF WEB BASED TRAININGS WHERE YOU CAN WALK YOUR DOG AND COME BACK. PEOPLE ARE GETTING CONTENT OUT OF IT. WHATEVER THAT IS, BEST PRACTICES OUT THERE. WE DON'T WANT TO SAY THEY HAVE TO DO TRAINING AND THEN FIND WHATEVER.**

**>> I LOVE THIS CONVERSATION. LAST YEAR WHEN WE ROLLED OUT THE CAL FRESH EXPANSION, WE DID A SERIES OF WEBINARS ON THE RULES, CALCULATING BENEFITS AND INCOME. WE DID A SERIES ON HOW TO SERVE OLDER ADULTS THAT ARE LGBTQ, HUNDREDS OF PEOPLE HEARD AND IT WASN'T REQUIRED AND IT WAS A WEBINAR. IT SET A NORM THAT YOU WILL BE RECEIVING DIVERSE POPULATIONS, AND WE EXPECT YOU TO DO IT WELL. THERE ARE WAYS EVEN WITH LIMITED LEVERS WE HAVE, WE CAN NORMALIZE AND GET TO WHAT YOU ARE TALKING ABOUT, IN PERSON HIGH QUALITY, ONGOING, GOLD STANDARD.**

**>> I ALSO WANT TO ECHO WHAT KEVIN IS SAYING, WE WANT FEEDBACK AS MUCH AS POSSIBLE. ALSO, KIM, IT'S CONTINUING AT THE SAME TIME. JUST FOREWARNING, WE WOULD LOVE TO LOOK AT A COMPLETE REPORT. FOR THOSE ASKING FOR DIFFERENT THINGS AND WE ARE NOT READY TO SHOW YOU YET, SO WE DON'T WANT TO GIVE IT TO YOU RIGHT NOW, DON'T WORRY ABOUT THAT. YOU HAVE LOOKED AT IT. WE NEED TO LOOK AT IT. WE DON'T WANT TO LOOK AT FINISHED PRODUCTS THAT YOU HAVEN'T CONSIDERED IN THE EQUITY WORK GROUP. THE LTFS IS GREAT. WE HAD A ROBUST CONVERSATION ON A SHELF THAT IS STILL FORMING. IT WASN'T TIMING.**

**IT'S GOING TO COME OUT. NO. IT'S TRANSITION. WE WERE ABLE TO GET THAT BACK IN RIGHT NOW.**

**>> JUST A FUNNY LOOK BEHIND THE CURTAINS. I HAVE NOT SEEN IT. MY CALL IS TO GIVE MY FEEDBACK BASED ON THE SHELF. YOU ARE AHEAD OF ME. WE ARE IN IT. LOOKING AT THE SHELVES, RESPONDING, RIGHT ON TIME, AS YOU SHOULD BE.**

**>> DO WE WANT TO -- WE ARE MOVING TO OPEN MIC. IF THERE ARE PEOPLE THAT WOULD LIKE TO DO COMMENTS ON WHAT COULD BE BETTER NEXT TIME AND WHAT WORKED THIS TIME, WE WOULD LOVE TO TAKE THAT BACK FOR IMPROVEMENT.**

**>> IF WE AREN'T -- ONLINE, WE DIDN'T HAVE ACCESS.**

**>> THE WEBINAR DIDN'T WORK?**

**>> NO, AND MY HOT SPOT WASN'T WORKING, SO CAN YOU HAVE A BACK UP, PHYSICAL COPIES. SOME PEOPLE MIGHT HAVE RECEIVED THEM.**

**>> YEP. THAT'S GREAT.**

**>> A YEAR FROM NOW, WE'LL BE IN GATEWAY OAKS. WE ARE IN THE PROCESS OF HOW MUCH DO WE FIX THIS AND HOW MUCH DO WE STAGGER OUT OF HERE.**

**>> YOU ARE GETTING A LOT OF STEPS IN.**

**>> I WANT TO THANK YOU, AND THANK THE WHOLE GROUP FOR THIS OPEN PROCESS. I THOUGHT IT WAS GREAT, AND WE DON'T HAVE STUFF FINALIZED, BUT THAT'S GOOD. IT'S THE OPENNESS OF THE GROUP AND PROCESS. I HAVE APPRECIATED IT. I'M LOOKING FORWARD TO MORE. THANK YOU.**

**>> I WANT TO SAY THANK YOU. I'M SO APPRECIATIVE OF THE RESPONSIVENESS, THANK YOU FOR THAT. THE THING I LOVED ABOUT THE STATEMENT OF PURPOSE, THE EVALUATIONS IN THERE. I HAD THIS CONVERSATION WITH YOU A WHILE AGO. YOU CAN'T PUT IN NEW PROGRAMS AND NOT CONTINUOUSLY EVALUATE THEM, ESPECIALLY CREATING HUGE, WHOLESALE CHANGES. YOU CAN'T IMPLEMENT THEM AND THINK IT WILL WORK FOR EVERYONE AND WE'LL HAVE WI-FI SERVICE. THANK YOU FOR ALL OF THE OPENNESS AND INCLUSION AND ALL OF THAT. I REALLY DO. I WAS GOING TO ADD THE TRAINING. WE DO THAT WITH OUR JUDGES AND WITH**

**OUR LAW ENFORCEMENT. NOW WE NEED TO EVALUATE THAT. IT DOESN'T ALWAYS WORK OUT WELL.**

**>> I THINK THE USEFULNESS OF ALL OF THE STEPS, THE PEOPLE INVOLVED IN THE PROCESS APPRECIATE HOW COMPLICATED IT IS, HOW COMPLEX IT IS, HOW GETTING STAKEHOLDER INPUT AT THIS TYPE OF LEVEL IS REALLY, IN MY EXPERIENCE WITH THE STATE, EXTRAORDINARY. YOU WANTED TO DO IT RATHER THAN WAITING FOR PEOPLE TO KNOCK ON THE DOOR AND INSIST THAT THEY DO IT. FOR EVERYBODY HERE, THAT'S ALWAYS THE INITIATIVE.**

**>> I WANT TO THANK YOU FOR PUTTING TOGETHER READING MATERIALS AND REFERENCES. I GOT TO GO THROUGH THOSE. MAYBE AT THE NEXT MEETING, IF WE CAN TALK ABOUT INCLUSIVITY. WHEN I READ THROUGH, I THINK IT WILL BE IMPORTANT TO THE DASHBOARD AND ALSO FOR OTHER THINGS. THE ONE STATEMENT SAID, WE CAN GET PEOPLE IN THE SAME AREA, BUT WHO IS GOING TO INVITE THEM? IF YOU GET THEM TO THE DANCE, WHO IS GOING TO DANCE WITH THEM? THAT STATEMENT WAS, LIKE, YES. THAT'S WHAT WE NEED TO UNDERSTAND. WE DIDN'T GET TO THAT DISCUSSION, BUT I WOULD LIKE TO SEE THAT NEXT TIME.**

**>> CARMELITA?**

**>> I WANT TO THANK ALL OF YOU FOR STAYING ENGAGED. WE THREW A LOT AT YOU. WE WERE SHOOTING AT THE HIP. YOU ALL ARE EXAMPLES OF HOW WE WANT THE GROUP TO OPERATE. THANK YOU. TO GET TO KNOW EACH OTHER AS WELL. I THINK YOU ALL DO KNOW EACH OTHER FROM WAY BACK WHEN AND ALL THAT. THERE IS A WAY IN WHICH WE NEED TO BE COMFORTABLE WITH EACH OTHER AS WE GO FORWARD WITH THIS WORK. ONE OF THE SUGGESTIONS ON MITIGATING UNCONSCIOUS BUY IS GETTING TO KNOW PEOPLE OUTSIDE OF YOUR COMFORT ZONE. MAYBE WE CAN START WITH OURSELVES WORKING TOGETHER AND MAKING IT WORK FOR ALL OF US. IT'S IMPORTANT WORK. IN MY HEAD, MY BRAIN IS FULL OF STUFF RIGHT NOW. ECHO WHAT WAS SAID IN TERMS OF, IF ANYTHING COMES TO YOU IN THE MIDDLE OF THE NIGHT, JOT IT DOWN, GIVE US A CALL. THINGS COME TO ME LATER. WHEN YOU THINK ABOUT EVERYTHING SAID HERE, I SHOULD HAVE SAID THAT OR I SHOULD HAVE BEEN THINKING THAT. IT DOESN'T COME EASY, SO THANK YOU.**

**>> YES, AND I'M GETTING A LOT OF CREDIT. WE WOULDN'T BE HERE WITHOUT CARMEN DOING ALL OF THE WORK. A BIG THANK YOU TO HER AND ALL OF YOU. YOU WILL BE HEARING FROM CARMEN.**

**>> THANK YOU ALL. MORE TO COME. THANK YOU SO MUCH.**